

*New South Wales
Primary Principals' Association*

State Council Kit

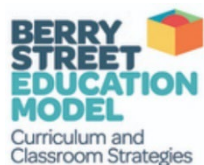
Term 3 2025



Corporate Partners



Business Partners



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Stewart House

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NSWPPA

New South Wales Primary Principals' Association

State Council Agenda

www.nswppa.org.au

Thursday 4 and Friday 5 September 2025

NSWPPA State Executive

Area Council Delegates

Reference Group/Standing Committee/Working Party Chairpersons and Observers

STATE COUNCIL AGENDA

Day 1 – Thursday 4 September 2025

(Sessions chaired by NSWPPA President, Michael Burgess, unless otherwise indicated)

8:00am – 8:20am

1. Commencement & Opening Business of State Council

Chair: NSWPPA President, Michael Burgess

1.1 Welcome

1.2 Apologies

1.3 Introduction of new members

8:20am – 8:30am

2. Acknowledgement of Country

2.1 Delivered by: Terri Inglis, Delegate for Wagga Wagga PPC

8:30am - 8:55am

3. State Council Agenda & Norms Term 3 2025

Chair: NSWPPA Deputy President, Greg McLaren

3.1 Agenda as circulated

3.2 Additional items and variations

3.3 Motion to accept agenda

3.4 Term 3 2025 State Council high standards of contribution

3.5 State Council PPC PowerPoint, Delegates Checklist, PPC Agendas

3.6 Approach to questions for our guests

3.7 Jersey Day tomorrow (optional)

3.8 Connection Activity

8:55am - 9:05am

4. Minutes of Previous State Council

Chair: NSWPPA Secretary, Lee Saurins

4.1 Minutes as circulated.

4.2 Questions & Discussion

4.3 Motion to accept minutes.

4.4 Stewart House Raffle – arrangements, members encouraged to join & promote salary contributions.

4.5 Dinner arrangements

9:05am – 9:50am

5. NSWPPA Business Session: President's Report

Chair: NSWPPA President, Michael Burgess

5.1 President's Report as circulated

5.2 Acceptance

9:50am – 10:00am

6. Association of Retired Principals' (RPPA) Report

Chair: NSWPPA Vice President, Adam Wynn

6.1 Report as circulated

10:00am – 10:10am

7. Principal Support Session: Mini-break for school communications

10:10am – 10.25am

8. NSWPPA Business Session: Professional Learning Update

Chair: NSWPPA Professional Learning Officer, Drew Janetzki

10.25am – 10.35am

9. NSWPPA 2025 Annual Awards

Chair: NSWPPA Vice President, Leah Martin

9.1 Awards Process

9.2 Life Membership

10:35am - 10:50am NSWPPA Business Partners

10:50am - 11:10am Morning Tea

11:10am – 12:00pm

10. Guests:

Mary Noy, Executive Director, Health Safety & Staff Wellbeing, NSW Department of Education

Rosemary Gerardis, Director, Strategy Governance & Compliance, Health Safety & Staff

Wellbeing, NSW Department of Education

Chair: NSWPPA Deputy President, Greg McLaren

10.1 Welcome

10.2 Presentation

10.3 Questions and Discussion

12:00pm – 1:00pm

11. Guest: Murat Dizdar, The Secretary, NSW Department of Education

Chair: NSWPPA President, Michael Burgess

11.1 Welcome

11.2 Address by the Secretary

11.3 Questions and Discussion

1:00pm - 1:45pm Lunch

1:45pm – 2.15pm

12. NSWPPA Business Session: What's Hot and AGM Preparation

Chair: NSWPPA President, Michael Burgess

2:15pm - 3:00pm

13. Guest: James Hoffman, rel Executive Director, Primary Curriculum, NSW Department of Education

Chair: NSWPPA Secretary, Lee Saurins

13.1 Welcome

13.2 Presentation

13.3 Questions and Discussion

3:00pm – 3:10pm

14. NSWPPA Business Session: PPC Issues

Chair: NSWPPA Vice President, Shannan Griffith

14.1 PPC Issues and Actions

3:10pm – 3:20pm

15. Principal Support Session: Mini-break for school communications

3:20pm – 3:50pm

16. NSWPPA Business Session: Reference Group/Standing Committee/Working Party

Chairpersons

Chair: NSWPPA Deputy President, Norma Petrocco

Questions on reports (as previously tabled/circulated)

3:50pm – 4:00pm

17. Closing Remarks

Chair: NSWPPA President, Michael Burgess

17.1 Day 1 Highlights

17.2 Raffle Draw

17.3 Evening Arrangements

4:00pm Meeting Adjourned for Day One for all Delegates, Chairpersons and Observers.

4:00pm - 4:30pm – NSWPPA State Executive: Reflection on Day 1 and Confirm Agenda for Day 2.



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Day 2 – Friday 5 September 2025 (Jersey Day optional)

(Sessions chaired by President, Michael Burgess, unless otherwise indicated)

State Council Day 2

8:00am – 8:15am

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

Chair: NSWPPA Secretary, Lee Saurins

1.1 Acknowledgement of Country

1.2 Changes to SC T3 2025 Day 2 Agenda

1.3 SC T3 2025 Day 1 Review

8:15am – 8:30am

2. NSWPPA Business Session: Treasurer's Report

Chair: NSWPPA Treasurer, Scott Sanford

2.1 Treasurer's Report

2.2 Questions on report (as previously tabled/circulated)

2.3 Motion to accept Treasurer's report.

8:30am – 9:15am

3. Guest: James Still, Director, Content and Campaigns, NSW Department of Education

Chair: NSWPPA Vice President, Shannan Griffiths

3.1 Welcome

3.2 Presentation

3.3 Questions and Discussion

9:15am – 9:40am

4. NSWPPA Business Session: Regions and Executive Liaison Session

Chair: NSWPPA Vice President, Sue Maxworthy

4.1 NSWPPA Executive meet with their assigned Region's delegates and chairs within that Region

9:40am – 9:50am

5. Principal Support Session: Mini-break for school communications

9:50am - 10:20am

6. NSWPPA Business Session: Reference Group/Standing Committee/Working Party Chairpersons

Chair: NSWPPA Deputy President, Norma Petrocco

Questions on reports (as previously tabled/circulated)

10:20am - 10:35am NSWPPA Business Partners

10:35am – 10:55am Morning Tea

10:55am – 11:40am

7. Guests:

Candace Bretecher, Director, Control Monitoring Advisory, NSW Department of Education

Albert Gardiner, Manager, Fraud & Corruption Control, NSW Department of Education

Chair: NSWPPA Deputy President, Greg McLaren

7.1 Welcome

7.2 Presentation

7.3 Questions and Discussion

11:40pm – 11:50am

8. Principal Support Session: Mini-break for school communications

11:50am – 12:50pm

9. Guest: James Brigden, A/Executive Director, School Excellence, NSW Department of Education

Chair: NSWPPA Vice President, Bob Willetts

9.1 Welcome

9.2 Presentation

9.3 Questions and Discussion

12:50pm - 1:05pm

10. NSWPPA Business Session: State Council T3 2025 Evaluation

Chair: NSWPPA Vice President, Judy McEwen

1:05pm – 1:45pm Lunch

1:45pm – 2:05pm

11. NSWPPA Business Session: AGPPA and APPA Reports / APPA Conference

Chair: NSWPPA President, Michael Burgess and NSWPPA Vice President, Bob Willetts

2:05pm - 2:35pm

12. NSWPPA Business Session: Reference Group/Standing Committee/Working Party Chairpersons

Chair: NSWPPA Deputy President, Norma Petrocco

Questions on reports (as previously tabled/circulated)

2:35pm- 2:45pm

13. Wrap up and scheduled closure of State Council

Chair: NSWPPA President, Michael Burgess

End of State Council Term 3 2025

Next Meeting: Term 4, 2025 NSWPPA State Council Meeting

Thursday 27 and Friday 28 November 2025

Sydney Central Hotel, 169-179 Thomas Street, Haymarket (formerly Novotel)

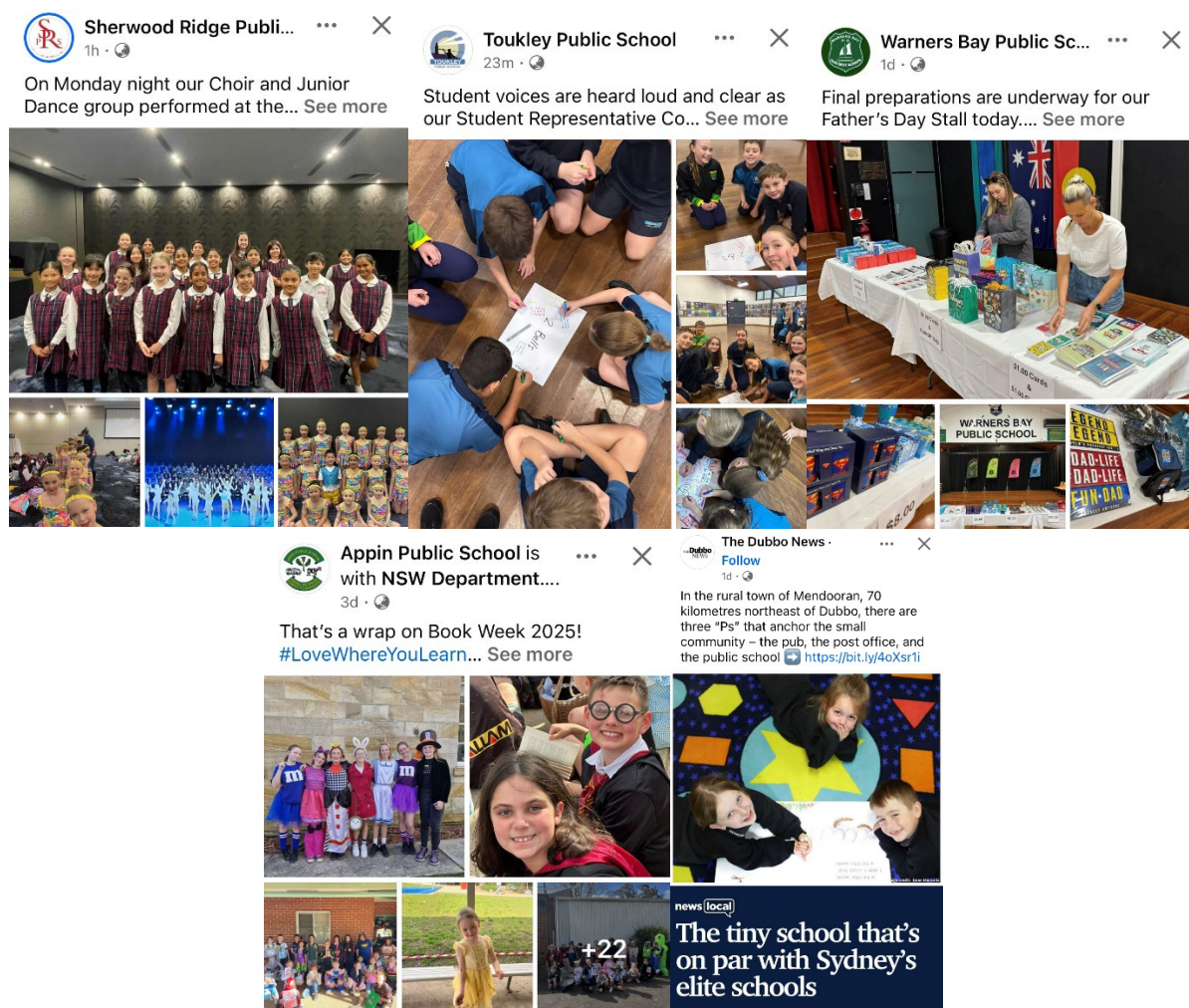
Happy Fathers' Day on Sunday to all dads

Stay Resilient, Optimistic, and in Control

President's Report to State Council – Term 3

Colleagues, welcome to Term 3 State Council. Thank you for stepping out of your schools to carry forward the voices of your colleagues in your local PPC. Your focus and input are incredibly important in strengthening our Association and ensuring clarity and consistency across the state. Our priority will be the business of the Association and important updates. Thank you also to our chairs and observers for their work since the last Council in carrying forward our positions.

Congratulations to colleagues across the state for the amazing work being done in schools. I am so proud of the commitment to public education. Public Education Week, Book Week, Father's Day stalls, and Arts Festivals are just some of the events that have lit up our schools this term.



Thank you to the PPCs who have been attending their local Federation meetings to raise issues. Feedback suggests most have been warmly welcomed, with opportunities to speak about concerns and gain support through those meetings.

We are fortunate to have Murat spending an hour with us on Thursday to provide critical updates and answer questions. We were also scheduled to have our Acting Minister join him, but unfortunately, she has had to withdraw.

We will also hear from school support teams representing Health & Safety, School Promotions, Primary Curriculum, Fraud & Corruption, and School Excellence. They will provide updates and answer questions on new resources, policies, and procedures to support colleagues.

Members of the State Executive recently met with the Acting Minister, the Hon. Courtney Houssos MLC. We raised key issues, including principal and workforce safety—particularly the Community Charter and the need for it to remain explicit in calling out unacceptable behaviour and outlining consequences. Minister Houssos also updated us on proposed legislation to support the code of conduct. As this legislation is currently cabinet-in-confidence, we cannot provide detail here, though Murat may be able to share more.

We also spoke with the Minister about the importance of the APC&I role and proposed broadening it into a Teaching and Learning role covering HPGE, explicit teaching, and support for all learners. This discussion extended to Assistant Principal and teaching principal release more broadly, highlighting its importance in supporting the implementation of the NSW Public Education Plan.

Our final topic was the resourcing of public school preschools, particularly the provision of an executive allocation and administrative support. While this request was not funded in this year's budget, it remains under consideration. The allocation will not be a five-day entitlement but will be proportional to the number of preschool students.



I also had the opportunity to meet with Henry Rajendra, President of the NSW Teachers Federation, and Deputy President Amber Flohm. With Henry, I raised issues including support class placement, release for Assistant Principals and small school principals, APC&I, and support for students with complex needs. Henry noted that Assistant Principal and small school release are part of the Federation's upcoming campaign for increased staffing entitlements and asked for our support by encouraging teachers and principals to complete the Federation survey.

With Amber, I raised the issue of principals being unable to access extended leave to support a transition to part-time work in the last five years of their career. Amber explained this was a government-wide policy but agreed to take it forward for further discussion. We also explored sick leave entitlements and the possibility of converting unused leave into a retirement benefit to reduce

workforce absenteeism in the later years of service. Preschool staffing, complexity funding, and release time were also discussed.

I have also been in discussions with Tim Bullard, CEO of AITSL, reflecting on the Teacher Standards, Middle Leader Standard, and Principal Standard. With the teacher and principal standards now well established, and the introduction of the Middle Leader Standard, we discussed whether it may be time to review the continuum. We also explored the idea of a Deputy Principal Standard. I raised concerns about UTS suspending their ITE courses. While AITSL has no authority over this, Tim felt there is enough capacity across other providers to maintain training levels.

Finally, Professor Donna Cross is leading work on the system and school response to bullying. She shared a range of data, two findings in particular standing out:

- Students identified as disruptive in class reported higher levels of being bullied.
- Primary schools recorded higher levels of face-to-face bullying, likely reflecting reduced access to online devices compared to high schools.

Professor Cross will provide a report to government later this year, which will inform future action. It was heartening to hear her deep understanding of the challenges schools face and the importance of bringing parents along on the journey to improve outcomes.

Stewart House Pyjama Day

Thank you to all of the wonderful schools who participated in Stewart House's Pyjama Day fundraiser. It was a successful day for our charity partner.

Remember, it is not too late to support Stewart House this year.

Voluntary Contributions

Wanita, Chair of the Finance and Administration Reference Group, and I have been involved in discussions around voluntary contributions. The Department is looking for ways to avoid the annual headlines about schools asking for large school "fees." The Federation, P&C, SPC, and other groups are also part of these discussions.

We have argued that schools should be able to seek funding from their local communities where appropriate. We are often told that the current equity funding model directs more funding to high FOEI schools because low FOEI schools are able to generate funds from their communities. If that ability is removed, then the funding model as a whole needs to be reconsidered.

We have also asked for much clearer communication about what is considered a voluntary contribution. For example, does this include book packs, excursions, and extra-curricular activities?

Anxiety Project – Student Wellbeing Seminar

Recently, our Anxiety Project Team partnered with The ParentShop to deliver a student wellbeing seminar. The keynote speaker was Professor Patrick McGorry, who presented the latest research on anxiety prevalence and key interventions. Some schools involved in the Anxiety Project also shared their experiences and the positive impact the project has had on students.

Annual Conference

We are looking forward to welcoming around 600 delegates to our Annual Conference in October. The conference will feature a range of international and local speakers to build leadership capacity, drive motivation, and improve wellbeing and resilience. It will be a key part of walking forward together to strengthen public education in NSW. Strong, passionate leaders make strategic and intentional decisions to maximise resources in their schools for the benefit of students.

Those decisions include ensuring their own development, as outlined in the NSW Education Principal Role Statement:

“Are committed to their own professional development and wellbeing in order to enhance their resilience and manage the complexity of the role.”

Principals ensure that the Annual Conference is included as a vital part of their professional learning in their Professional Development Plan. They also ensure that the conference is included in their school budget, which is signed off by their finance committee. In making decisions about their professional learning budget, principals also ensure that opportunities and funds are distributed equitably so that all staff have access to quality professional learning.

Directors, Educational Leadership (DELs), have the delegated authority to approve principals’ professional learning, travel, and accommodation in line with the travel on official business policy and guidelines. A SAP authority to travel application must be completed and approved by the DEL.

Principals must not approve their own professional learning, accommodation, or travel. For example, principals should not have their SAM use a PCard to book accommodation and then sign off on it themselves in Expense 8.

The procedures (section 1.1) include attendance at a conference as a legitimate reason to travel. Section 1.6 outlines what the DEL must assess in their approval process:

- The safety of the staff member and local conditions.
- Whether the conference or seminar involves evening sessions.
- Whether an early start is required at a location away from the staff member’s normal workplace.
- Whether the available travel budget is sufficient to cover the estimated cost.

In making a decision, the DEL will also consider the expense limits and examples in the procedures to ensure the daily limit of \$388 is not breached.

In making their case for approval, principals can highlight safety concerns (such as walking around Sydney at night), their wellbeing (ensuring sufficient rest and reduced stress by staying close to the venue), and practical travel considerations.

At this year’s conference, there will be evening sessions. On Wednesday evening, our Secretary, Murat Dizdar, will present.

Thank you to the Conference Committee, led by Kylie Donovan, for their work.

APPA Conference

Last week, nine of our Executive attended the Australian Primary Principals Association (APPA) Conference in Brisbane. In the past, we have funded a contingent from State Council to attend, but due to current interstate travel restrictions, approval was granted only for a smaller number of the Executive team.

The APPA Conference brings together primary principals from all jurisdictions in Australia as well as from New Zealand. It also includes principals from government, Catholic, and independent sectors.

The theme of this year’s conference was *Leading Well Together*. Please see the separate APPA report for further detail.

Better, Fairer Schools Funding Agreement (BFSA)

As you would be aware, the agreement for federal funding has now been signed, and the bilateral agreement with NSW has been published. The timeline in the agreement shows that funding will flow into our system gradually over the next few years, with larger increases from the fifth year onwards.

The key reforms we have committed to in the agreement include:

- Year 1 Phonics Screening (2025)
- Year 1 Numeracy Screening (2026)
- Small Group Tuition (2026)
- Access to health professionals in schools (2025)
- Wellbeing Co-ordinator in every school (2026)
- Attracting and retaining teachers (2025)
- Teacher Professional Learning (2026)

Michael Burgess

NSWPPA President

4 September 2025



NSWPPA

New South Wales Primary Principals' Association

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TREASURER'S REPORT STATE COUNCIL TERM 3 2025

The balance of the NSWPPA accounts on 29th August 2025 were:

Account Name:	BSB / Account Number	Balance as at 6.6.2025	Balance as at 29.8.2025
Business Online	290010513465	\$1003.74	\$1003.91
Conference	226210050470	\$180,418.49	\$166,027.67
General	254810202587	\$1,679,679.15	\$1,595,125.22
	NET POSITION	\$1,861,101.38	\$1,762,156.80

Notes:

- Claims and invoices received up to 27th August 2025 are reflected in this report.
- Major income items to date for 2025 are the fortnightly membership payments and professional learning income.
- Membership to the NSWPPA is a personal expense and is to be paid by the individual. Principals in relieving positions are encouraged to pay by salary deduction if their relieving tenure is long term on there is an unknown endpoint. Direct deposit is an option for principals in shorter term relieving commitments.
- Our financial year ends on the 31st August, we now start the new financial year and the 2024/25 finances will be reported on at the AGM at our upcoming conference.
- Grants to PPCs have been made. The grants are made up of funding for two members to attend the NSWPPA Annual Conference and a location amount.

Claims:

- Please book your flights as early as possible and direct through the airline, not through Webjet or similar sites.
- All claims will go to the Treasurer mailbox: treasurer@nswppa.org.au
- If you are making a claim that has GST reflected on the invoice (ie flights) the sales order that is generated by your SAM needs to include that GST component as well. The school will only see the GST exclusive amount in their overview report.
- Please complete the top part of the claim form to identify your area, reference group, etc.
- Claims will be processed on a Wednesday by Kathy Rudd after I have approved them. She may contact your SAM or yourself to facilitate your claim, ie missing information, receipts, clarify, etc. If your claim hasn't been paid after two Wednesdays from submitting it please contact me.
- We pay for travel costs (airfare, train, motor vehicle, bus, ferry), parking and accommodation (twin share or 50% of single share) when on State PPA business. You will need to organise your own travel. Please do not use a travel agent or online booking service (eg Webjet) as they add additional commission. Booking via the airline website is usually the cheapest option. We will not cover travel insurance.
- Please pay for your own meals, including breakfast and dinner. Morning tea and lunch are usually included during PPA business events. There is a reduced rate for full buffet breakfast for all NSWPPA members at the Sydney Central.
- When submitting a claim, it is helpful if you can put your claim and evidence together in one file rather than multiple attachments.
- Accommodation for State Council / Reference Group Meetings is organised by Mark Pritchard and is at a twin share rate. Members will pay the additional charge for a single room.

Teacher Relief:

A relief day is paid when a teaching principal is asked to represent our Association in any capacity. Non-teaching principals may submit a claim for teacher relief if they believe this is an urgent or emergent requirement for the effective running of their school. Each claim will be assessed individually based on its merit; please attach a brief statement outlining the need for your claim. The maximum daily rate paid for a casual teacher is \$700.00. GST is included in the \$700 paid.

Principal Welfare:

Our association has established a pool of funds available to access support for colleagues when there are no other avenues available. Each application will need to be referred to the NSWPPA State Executive through the Chairperson of the NSWPPA Principal Support Reference Group and can only be accessed through:

- Self-Nomination;
- Nomination from the Area Council President, Regional Support Principal or State Executive; and
- May only be used to support Principals who are financial members of the NSWPPA. Once the type and level of support has been determined and a relief teacher has been employed, the standard NSWPPA claim form is used to claim assistance in the costs incurred. The current rate is \$700.00 per day (including GST and on-costs).

Local PPC Treasurers & Membership:

Thank you to local area Treasurers and Presidents for their work in following up and promoting membership. I am available to assist treasurers and ensure that they have access to the Treasurer Teams group.

Relieving and Acting Principals

Relieving and Acting Principals who are in the role for an indefinite period should complete the salary deduction form and submit it to the email address on the bottom of the form. Membership is considered a personal expense (not school) and stays with the individual if they move schools. Please remind any relieving/acting Principals to cancel their salary deductions (by sending a form to EdConnect – please contact Treasurer for the form) once they have completed their relieving role.

Contact details:

Email: scott.sanford@det.nsw.edu.au
School: Morgan Street PS – 0880875155
Mobile: 0421782589

Scott Sanford
NSWPPA State Treasurer

29th August 2025

Australian Primary Principals Association (APPA) Report

The Australian Primary Principals Day was held on the 1st. This day is an initiative of APPA and saw primary principals celebrated across Australia.

APPA Conference

APPA held their annual conference in Brisbane this term. In the past the NSWPPA has sent a contingent to the conference but due to current government travel restrictions only a delegation of 9 Principals was able to attend. Still it was a great opportunity for the team to promote the great work being done in public education in NSW, connect and learn from other principals and build their own leadership capacity.

The theme of the conference was “Leading Well Together”. Key speakers included Libby Trickett, Ben Sacco, Libbi Gorr, Can McDonald, Gemma Munro, Kirstin Ferguson, Justin Coulson and Gill Hicks.

Libby Trickett-Resilience, Teamwork, and Leadership: Lessons from the Pool to the Classroom

Lisbeth ‘Libby’ Trickett, OAM (née Lenton) is an Australian retired competitive swimmer. She won seven Olympic medals, four of which were gold. Libby was a gold medallist at the 2004, 2008, and the 2012 Summer Olympics. Libby Trickett has given birth to five children. Trickett says “the shape of our family is complete”. Famous last words!

Upon retirement from swimming Trickett was involved in efforts to raise awareness about mental health issues. At the conference Libby spoke about resilience, teamwork and leadership from her lessons from the pool to the classroom. During her presentation she promoted her ‘Play On’ business.

Libby was open and honest with the Principals at the conference. She revealed her parent’s separation at 10yo changed her upbringing and her father become estranged for the remainder of her life. Libby attended four schools and experienced anxiety as a child which also followed her to the marshalling area during major swimming meets.

Ben Sacco – The Flower Grows from the Ground Up: collectively shaping an education for tomorrow:

Ben’s Sacco’s keynote highlighted that this year marks the beginning of a new generation, Generation Beta. In 2030 the first Gen Beta children will start their schooling and will be characterised by:

- AI integration
- Hyperconnectivity
- Immersive experiences
- Borderless lifestyles
- Environmentally conscious
- Real world reimagined

Gen Beta will be globally aware, community orientated and collaborative. Collaboration will be the key to learning for Gen Beta. Ben spoke of his notion of Success by design: Process + System – Effort + Consistency and stated that a process and/or system is effective if there is high effort and high consistency and not to focus on the outcomes.

His new book *Disruption in Schools: Understand me before you mark me! Responding to the daily realities of a school environment* looks at what drives behaviour of concerns in educational settings and how we respond to these behaviours and how to create supportive school environments.

Dr Cam McDonald– Harnessing Individual Strength to Team Success

Cameron McDonald combines expertise and experience in health and education to inform principals of the future of differentiation and improved outcomes for our students. He believes Generic Health care is a thing of the past and that Precision Health is the new frontier, reshaping how we may gain a deeper understanding of student well-being. He is passionate about translating complex health concepts into actionable strategies, leveraging technology to support meaningful change. Designed with principals and middle leaders in mind, the development of the Learning360 AI Tool offers real-time insights into student performance, personalised learning pathways, and simplified administrative tasks. Having worked closely with schools, Cameron has shaped this tool to be practical, user-friendly, and impactful with promising scope to explore how AI and precision health technologies can build cognitive and emotional profiles to improve behavioural and academic outcomes for students.

Gemma Munro -Peaceful Peak Performance

Gemma shared with the conference delegates her unique perspective on transformational change as a leader. With a PhD in performance psychology, Dr Gemma asked us to get clear on what we're here to do, shed the fears, doubts and self-sabotage and lead through change with grace and enthusiasm. The keynote title 'Peaceful Peak Performance' gave participants an understanding of why we keep getting in our own way when it comes to managing ourselves and others through change, sharing easy-to-use tools to navigate change with grace, enthusiasm and skill. Whilst developing a shift in mindset, to start seeing change as an opportunity, not a threat.

<https://www.drgemmamunro.com>

Kristin Ferguson –Leading with Impact: Mastering the Art of Modern Leadership

Kristin Ferguson, author of "Head and Heart: The Art of Modern Leadership" and "Blindspotting: How to See What Others Miss" challenged us to consider whether our leadership approach is still fit-for-purpose. Everyone had the opportunity to complete their own Head and Heart Leader Scale and receive a personalised report. Check it out at <https://headheartleader.com/>. Kristin explained areas of Head Leadership and the areas of Heart Leadership. Kristin reminded us that the most impactful leaders are those who can adapt to new realities, learn, unlearn and pivot.

Justin Coulson – Connection as Currency: Building Trust and Belonging in Schools

Justin Coulson's keynote, "Connections as Currency: Building Trust and Belonging in Schools," highlights the vital role that strong, authentic relationships play in creating positive educational environments. He explores how trust and a sense of belonging among students, staff, and the wider school community can significantly enhance engagement, wellbeing, and learning outcomes. By prioritising meaningful connections, schools can foster supportive cultures where everyone feels valued and motivated to contribute. For more information about Justin Coulson and his work, visit his website at <https://www.justincoulson.com/>.

He also presented a workshop on emotional intelligence when working with children in schools provides educators with valuable insights and practical strategies to understand and support students' emotional development. The workshop emphasises the importance of recognising and managing emotions, fostering empathy, and creating a positive and inclusive classroom environment.

Gill Hicks- the Infinity of Change

Learning to Live Again

Gill Hicks delivered the final keynote speech of the conference. She spoke with humour and honesty about surviving the 2005 London bombings, sharing how losing both her legs had completely transformed her perspective on life. Gill's words carried incredible weight as she reflected on the value of kindness, compassion, and the power of choice in shaping our world.

We were struck not only by her courage but also by the way she encouraged us as leaders to foster unity and humanity within our schools and communities. It was a deeply moving and unforgettable session that left us rethinking the true impact we can have on others.

Statements to reflect on:

- Trusting yourself is the most valuable gift.
- Life is presented to us in the moments
- Lead others with confidence (in them) that breeds permission
- There is always opportunity in adversity
- Just because I can't feel the ground, doesn't mean it's not there.
- Expect, broken expectations. Life does not work out as we plan.

If you would like further information about the speakers at the conference come and chat to one of the executive team who were in attendance.

Australian Government Primary Principals Association (AGPPA)

On July 21, 2025, Australia's two national peak bodies for public school principals and leaders, the Australian Secondary Principals' Association (ASPA) and the Australian Government Primary Principals Association (AGPPA), convened for the first time, representing over 11,000 leaders from 7,500 government schools serving 2.8 million students.

This was the first time the two bodies had met and the aim was to identify opportunities to join our collective voices to strengthen our advocacy. The two bodies worked through a range of issues and topics to identify mutual desired outcomes and possible strategies to advance our advocacy.

The many ideas and challenges were debated, discussed and narrowed down to six priority areas. These were then developed into a joint statement.



You can read the joint statement below or via this link: <https://lnkd.in/g4yMDidN>



Joint Statement by ASPA and AGPPA

August 2025

On July 21, 2025, Australia's two national peak bodies for public school principals and leaders, the Australian Secondary Principals' Association (ASPA) and the Australian Government Primary Principals' Association (AGPPA), convened for the first time, representing over 11,000 leaders from 7,500 government schools serving 2.8 million students.

United by our commitment to equity and excellence in education, this joint statement reflects our shared objectives towards achieving a world-leading, child-centred education system led by healthy and effective professional educators.

1. Principal Wellbeing & Efficacy

Objective: Retain and sustain highly professional principals and school leaders.

Key Outcomes:

- Reduced workload and stress, and a sustainable career for principals and school leaders
- Realistic understanding and appropriate classification of the contemporary principals' role
- Recognition of principals and school leaders as respected educational experts and community leaders

● **Strategies:**

- Advocate for effective action on principal wellbeing
- Include clinical wellbeing measures in the ATWD survey
- Implement direct workload reduction measures through additional support personnel and efficient systems
- Introduce legislative protections to support psychosocial safety and wellbeing for educators
- Government funded scholarships for public principals to undertake sabbaticals
- Develop an industry benchmarked, contemporary, consistent, national role description for principals

2. Occupational Violence

Objective: Ensure safe school environments for staff and students.

- **Key Outcomes:**
 - Clearer roles and responsibilities for principals and school leaders in addressing violence
 - Appropriate community understanding and confidence in schools' purpose
 - Safe and welcoming school environments for staff and students
- **Strategies:**
 - Implement strong legislative protections, harmonised across jurisdictions to address occupational violence
 - Improve data and reporting systems to inform action
 - Provide immediate and ongoing support for victims
 - Develop public campaigns to build confidence and support for schools, and address in-school violence

3. Policy Design and Collaboration

Objective: Embedded consultation and collaboration between systems and school leaders.

- **Key Outcomes:**
 - Effective school policy design and implementation
 - Strengthened system/practitioner consultation and collaborative processes
- **Strategies:**
 - Prioritise and sustain productive policy collaboration and consultation between systems and school leaders
 - Develop principal and school leaders' capabilities to inform and lead reforms
 - Strengthen collaboration between principals' peak bodies
 - Deepen principals' peak bodies' relationships with parent and industrial organisations

4. National Education Policy Reform

Objective: An equitable, aligned and productive national education system.

Key Outcomes:

- Increased alignment, coherence, and equity in education agencies, systems and policy
- Central national role for principals' associations in achieving better, fairer education outcomes
- Increased socio-economic and cultural diversity and reduced concentration of disadvantage in Australia's schools
- **Strategies:**
 - Strengthen the effective working relationship between principals and the federal department of education, national education statutory authorities (AITSL, ACARA, AERO, ESA, ACECQA), and policy makers (Education Ministers -EMM, Senior Officials -AESOC & SPG)
 - Streamlined national registration for educators
 - Engage Principals' national peak bodies in the design of Better Fairer Schools Funding Agreement (BSFA) Enabling Initiative implementation plans (i.e. measurement frameworks, USI use cases, SRS reviews)
 - Increase federal funding to national public principals' associations as key policy partners
 - Advocate for ongoing harmonisation of funding and regulatory frameworks for all Australian schools

5. Leadership Support & Development

Objective: World leading best practice in school leadership across Australia.

Key Outcomes:

- Consistent, high-quality leadership pathways for principals and school leaders
- Improved succession planning and career support for principals
- Retention of experienced principals through flexible work opportunities and sector equivalent remuneration and conditions
- **Strategies:**
 - Trust and empower principals and school leaders to undertake appropriate professional development
 - Strengthen mentoring and technical leadership training for principals at all experience levels
 - Review and update AITSL leadership standards to align with modern demands
 - Build collaboration between jurisdictions to optimise leadership development for school leaders
 - Enable system leaders to spend time in schools to better understand challenges

6. Student Wellbeing, Engagement, and Safety

Objective: Flourishing students and healthy, vibrant schools.

- **Key Outcomes:**
 - Improved student wellbeing, engagement, and retention in education
 - Cross-sector and inter-agency collaboration to address student needs
 - A well-rounded curriculum that supports the holistic development of every child
- **Strategies:**
 - Foster information sharing and engagement between sectors and agencies
 - Prioritise targeted support for low SES families and ensure equitable access to wellbeing programs
 - Increase autonomy and trust for principals and school leaders to determine the appropriate curriculum balance for their context

AGPPA NEWS 2025



AGPPA
Australian Government
Primary Principals
Association

Message from the President

Welcome to the Term 3 edition of AGPPA News – an update to keep you informed about key developments in the national education

In this term's issue, we cover highlights from the recent inaugural joint

ASP/AGPPA Meeting, the AGPPA Presidents Meeting, meetings with the Federal Education Minister, the APPA Conference and State wellbeing and we celebrate Australian Primary Principals Day.



Joint ASPA/AGPPA Meeting

On Monday, 21 July, the AGPPA Presidents met in Adelaide for the inaugural meeting with the Australian Secondary Principals' Association (ASP). It was a historic occasion, bringing together two national peak bodies representing all public school leaders across Australia. Our associations are united by our shared commitment to equity and excellence, and with our common vision: to support the learning and wellbeing of every Australian child.

During the course of the meeting, we put together a joint statement with the policy priorities we see important for a world-leading education system. These policies sit around:

- Principal Wellbeing and Efficacy;
- Occupational Violence;
- Policy Design and Collaboration;
- National Education Policy Reform;
- Leadership Support and Development; and
- Student Wellbeing, Engagement and Safety.

By working together, we believe we can achieve a world-leading education system that is productive, nationally coherent, and child-centred, with educators leading the way. Our joint statement reflects our unified approach to addressing the challenges and opportunities in public education and our determination to advocate for the policies, practices, and resources that will enable every school leader to drive meaningful change in their schools and communities.

AGPPA Presidents Meeting

On Tuesday, 22 July, the AGPPA Presidents held a half-day meeting where AGPPA representation was discussed, an overview of state and association issues occurred (a mini-State of the Nation), and the group strategised how to further advance AGPPA.

The meeting was a success with strong discussion and connection a feature.

National Principals Reference Group Meeting with the Federal Education Minister

As AGPPA President, I was invited to the National Principals Reference Group meeting which was hosted by the Federal Education Minister Jason Clare during the recent school holidays. I was joined at the meeting by APPA President Angela Falkenberg and QASSP Vice President Debbie Hansen, who represented the Australian Primary Principals Association (APPA).

During our meeting, the Minister provided updates on the progress of the Better Fairer Schools Funding Agreement and emphasised the urgent need to tighten child safety legislation. We also discussed the agenda for the upcoming Education Ministers Meeting (EMM) and the Rapid Review aimed at establishing a consistent national standard for addressing bullying in schools. We also explored the process for reviewing and updating the National Teacher Workforce Action Plan, including a focus on school leader wellbeing. The meeting was a valuable opportunity to advocate for our national priorities in education.

AGPPA Meeting with Minister Clare

As President of AGPPA, I met with Federal Minister Jason Clare with Andrew Dalglish, in his capacity as Vice President of AGPPA. We discussed critical issues affecting government primary schools nationwide.

The conversation highlighted several key topics, including curriculum development, student absences, and inclusion strategies. The meeting addressed concerns about violence in schools and the Federal review into bullying, as well as the review of AERO. We emphasised the need for meaningful engagement with the profession, particularly regarding Principal leadership and the rewriting of ATSIL Principal Standards to include Deputy Principals. Additionally, they underscored the importance of incorporating recommendations from the National Disability Royal Commission and prioritising Principal wellbeing in the upcoming Teacher Workforce Action Plan.

Australian Primary Principals Day – Friday, 1 August 2025

On Friday 1 August, we celebrated Australian Primary Principals Day, an initiative of the Australian Primary Principals Association (APPA) to publicly recognise and celebrate the leadership and dedication of primary school principals across Australia. The significant impact of primary school leaders to students, staff and their families is invaluable.



AGPPA Representation at State Conferences

AGPPA is strategically enhancing its presence at State Associations conferences, with a member of the Executive delivering a brief address at each event. These presentations focus on AGPPA's identity, vision, achievements, and future initiatives. This year, AGPPA has already addressed the QASSP, TPA, and SA conferences. Looking ahead, presentations are scheduled for the VPA, WAPPA, and NSWPPA conferences in the upcoming semester, reinforcing AGPPA's commitment to collaboration and engagement within the education sector.

APPA Conference & AGPPA Function

A reminder to all AGPPA members to register for the APPA National Conference in Brisbane from Tuesday, 26 August, to Friday, 29 August. Don't miss the opportunity to connect with colleagues and share insights.

Additionally, join us for an AGPPA function specifically for government primary school leaders on Wednesday, 27 August, at the Soleil Rooftop Bar, Rydges South Bank Brisbane, starting at 6.00pm.

We look forward to seeing you there!

<https://appaconference.com.au/>



Prioritise your Wellbeing

Wellbeing is crucial for AGPPA members, and it is essential to prioritise self-care and stay connected with one another. School leadership is a rewarding yet challenging role that demands exceptional resilience. As the year progresses, these challenges can intensify, especially for government primary school leaders who are often expected to do more with fewer resources. Many states won't see significant increases in support until the latter half of this decade.

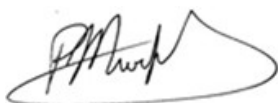
Remember to lean on your peers, share experiences, and foster a supportive community. Together, we can navigate these challenges and continue to thrive in our vital roles.

Stay Connected

Thank you for reading the latest edition of AGPPA News. Please share this update with your colleagues for their information.

If you have any queries or would like further information on any of the items mentioned, please do not hesitate to reach out.

Regards



Pat Murphy

President

Australian Government Primary Principals Association (AGPPA)

E: President@agppa.asn.au | **W:** agppa.asn.au

Secretary's Report- Minutes of Previous Meeting



NSWPPA

New South Wales Primary Principals' Association

State Council Agenda

www.nswppa.org.au

Thursday 12 and Friday 13 June 2025

NSWPPA State Executive

Area Council Delegates

Reference Group/Standing Committee/Working Party Chairpersons and Observers

STATE COUNCIL AGENDA

Day 1 – Thursday 12 June 2025

(Sessions chaired by NSWPPA President, Michael Burgess, unless otherwise indicated)

8:00am – 8:20am

8. Commencement & Opening Business of State Council

Chair: NSWPPA President, Michael Burgess

1.1 Welcome - Michael welcome all members to PPA State Council Term 2 2025

1.2 Apologies- Peter Jones EEC- Christine replacing: Phil

Bob Willets- Edutech: Michael – Friday (pm)

1.3 Introduction of new members- Michael invites new members to the floor to introduce themselves

8:20am – 8:30am

9. Acknowledgement of Country

2.1 Delivered by: Paul Byrne, Chair, NSWPPA Aboriginal Education Reference Group

8:30am - 8:40am

10. State Council Agenda & Norms Term 2 2025

Chair: NSWPPA Deputy President, Greg McLaren

3.1 Agenda as circulated

3.2 Additional items and variations

3.3 Motion to accept agenda

3.4 Term 2 2025 State Council high standards of contribution

Accepted: Greg Wells Seconded: Shannan

8:40am - 8:50am

11. Minutes of Previous State Council

Chair: NSWPPA Secretary, Lee Saurins

4.1 Minutes as circulated.

4.2 Questions & Discussion

4.3 Motion to accept minutes.

4.4 Stewart House Raffle – arrangements, members encouraged to join & promote salary contributions.

4.5 Dinner & Vivid – arrangements

Accepted: Nicole Burgess Seconded: Deb Hall

8:50am – 9:20am

12. NSWPPA Business Session: President's Report

Chair: NSWPPA President, Michael Burgess

5.1 President's Report as circulated

Minister/ DP Prue Carr- medical announcement- leave – replaced by The Honourable Courtney Houssos

Primary Principal Day

External Validation- Michael discusses survey results and members call to 'get rid of it' EV and calls for a deeper understanding of the systemic need for accountability- we currently have a self-reflective, supportive model- important to have thinking and discussions around this- PPA

PPC Account Balances- questions around government funds we hold- please bring attention to your PPC bank account and ensure it is spent to the benefit of members and work to get your balance reasonable- please do not let balances build- Michael shares four options to guide PPC's Executive will produce **resources to guide PPC discussions.**

Floods – impact- acknowledged Paul Byrne's coverage in Acknowledgement of Country- Murat up at flood sites evaluating the impact and resource needs- shout out

Annual Conference- Michael reminds members to remind colleagues about policy points in registering for conference- approve by Del: conference and PPC meetings needs to be in PDP PL section

Deputy Premier: meeting cancelled: pre-school resources is a priority, workload, staffing, executive component; submission to Early Childhood Enquiry

Principal Safety and Wellbeing- Parent and Community Charter- struggle is in the rigour, watered down: no clearly articulated consequences, needs to be stronger; Wellbeing and Support- Staff Wellbeing Strategy Teams Training- covered

Adam Fraser's Research- The Silent Cost- strategies for self-care

NSW PPA Executive Plan- in draft- executive working on it

Our Work- meetings and discussions- takes time to build our case: listening is important: outcome- sometimes slow

Strategic Survey- Future State – PCAS

Executive and extended executive have been working on this clarity piece- will give deeper understanding of the purpose, connections, actions and success criteria of each team

Stewart House – our charity- 20th August PJ Day – 'Take a Rest'- encourage schools to participate at PPC meeting

Retired Principals- trying to bring in a stronger connection with Principals who have retired in the past 10 years- delegates –PPC- please reach out to recently retired Principals to encourage- regional events now being offered

Question: what is a healthy amount of money to hold- Bob suggests looking at annual spend and try to hold that amount plus a small buffer

Funding Deed- contract with DoE around the grant they give PPA- it is a whole of government deed- not optimum for our process- some attached conditions are untenable for us- still working on this/ Agreed set of protocols- PPC Meetings and State Conference are the priority: PPC Meetings will be one day in the local area- adjustment for rural/ regional can negotiate with DEL- aim is to reduce government spend – operational in 2026- keep 2025 plans as is- Michael asks that we check the agendas and ensure they are rigorous – link agenda to The Sta

Question:

Comment: Bob speaks of using the word efficiency; DoE has a different understanding = doing it with less mon

5.2 Acceptance

Acceptance: John Carter

Seconded: Scott Sanderson

9:20am – 9:30am

13. Principal Support Session: Mini break for school communications

9:30am – 10:30am

7. NSWPPA Business Session: NSWPPA Business Session: Strategic Directions

Chair: NSWPPA President, Michael Burgess

Primary Executive Review – (Norma)

Tips for Principals- email coming- must read and respond can request extension- DEL can provide a supportive statement- first year of review in automatic- must submit evidence to remain on review form second year- evidence must be enrolment based only- P&C request- realistic projected numbers- complexity

of school, leadership changes not considered in current guidelines

Together, walking Forward ...to strengthen Public Education

Main themes- Equity and Access, Quality Education and Excellence, Community Connection, System identity and advocacy

Purpose summary created, debated and ready for consultation. Michael asks members to consider if this representative our collective understanding of Public Education

Responses from the floor- some language is a bit old/ consider jargon; call out our leaders to allow it to happen/ a lot of words/ is cohesion and resilience the last words we want to leave/ should have teaching and learning mentioned

ACTIVITY- 3 things to keep/toss/improve- APCI/ equity- based funding

Curriculum support and reform- TOP 9 displayed for consideration- members asked to read and discuss the top nine 'keep' list and prepare responses, is there anything that should be there that is not-

Responses

- *Prioritise wellbeing higher*
- *The list could be culled to have less with related elements connected*
- *Questioning flexible funding and its use*
- *Beginning teacher support not mentioned, time allocation, mentor/support*

TOP 3 – 'things to Improve'- Funding- equity: Disabilities: top nine displayed – repeat task

Responses

- *Timely and effective added to behavior/ student support*
- *Parent Charter- safety for staff*
- *Support classes- placement- especially 6-7 transition*
- *Digitization of record cards- workload complicated by repeating tasks*
- *School Plan/ Mandatory- so many processes include duplication of systems increasing workload*
- *Low socio- complexity- momentary events that stay with schools for years- impact considered- low FOEI*
- *FOEI - not picking discrepancies – doesn't reflect changes in families*
- *Missing the interdependencies and the increasing impact this has on schools- improve connections, tangible deliverables*

TOP 3 'things to be removed'- administration Burdon: SRE and SEE: Health and Safety

Responses

- *SRE- Norma explains that SRE will not be changed- position paper- have tried*
- *EV – have been pushing to avoid walking a higher level of accountability- that we can make decisions about our school is preferable- be careful what we wish for- holding this belief may risk opening conversations that may revert to a supervisory model*
- *careful to go out via delegates to open potentially dangerous conversations and*
- *Assets – Principals needs*
- *Assets – cleaning*
- *Restructure this list into what we have influence over and what we don't*

Michael will reframe document considerate of members responses

10:30am - 10:45am NSWPPA Business Partners- Zenotech: Camp Australia: Hero: Teachers Mutual Bank:
ZING:

10:45am - 11:05am Morning Tea

11:05am – 11:50am

8. Guests: Martin Graham, Deputy Secretary, Learning & Student Wellbeing, NSW Department of Education

Sylvia Corish, Executive Director, Student Support and Specialist Programs, NSW Department of Education

Chair: NSWPPA Vice President, Judy McEwen

8.1 Welcome

8.2 Presentation

- presents the team: Directors and 'our vision' - Student support and Specialist Programs

- presents Student support and specialist Programs Directorate Overview

1. Problematic and/or harmful sexualised behaviours- manager, 5 officers- direct support to school as- help with risk management- complex space- encouraged to call Anne Reddie for advice- updated guideline available – legal issues bulletin

2. School Sport Unit- streamlining processes- clear procedures e.g. parents not signing notes- solutions- outcome: Procedures and guidelines; permission notes not signed by parents

Martin

APCI Position- where next? No decision made as yet. What role do they play in our school? How do they impact? What are the alternatives?

Questions:

Jonno – build staff capacity to implement HPGE consistently across the state- beyond the HPGE Directorate? Pilot program to deliver / requirement to publish on website with little scope with one hour rule

Martin is interested in how this is done.

Denise- provisioning local area in support classes: Martin says data has been actioned- Deb SH is responsible for the decision: nothing has changed this: there are boundaries around the idea of a special needs class in every school – more resources are coming: no plan to do classes singularly: HR difficult to staff- working with Universities and union to build support for that specialisation.

Assets- sometimes do not match allocation; schools enrolling when assets are not ready for the child's needs- toilets an issue: Access Request- successful, coming to schools over the next semester. Deferred placements- too often higher needs than IFS- email comes back- support with school funds- tension point- Denise calls for attention to these students across the state who are the most vulnerable and are not having their needs met.

Collaboration/ support for

Helen: commend Wellbeing and Inclusion, fabulous relationships; on the same page; acknowledge the fabulous work they are doing: HPGE FLAVOUR- attendance- change code for students on HPGE pathways:

MOU – DCJ- Martin explains the connections between DoE and DJC: Home –schooling, thank you for taking this from NESA- Principal concerns re: attendance, avoidance, wellbeing

8.3 Questions and Discussion

11:50am – 12:10pm

9. NSWPPA Business Session: Reference Group/Standing Committee/Working Party Chairpersons

Chair: NSWPPA Deputy President, Norma Petrocco

Questions on reports (as previously tabled/circulated)

- Retired principals

- Teaching Principal Motion: That Teaching Principal RG name to be changed to Small Schools RG

Carried: Tom Croker

Seconded: Leah Martin

- Rural Remote SC

Motion: That the Rural Standing Committee position paper be accepted

Carried: Scott Sandford

Seconded: Greg Wells

- Technology: 100 devices or less will not be getting contractors- liaise with DFS – a lot of promises being made but coming to fruition ATM – disconnect – roll out is in planning stages- haven't got funding at this stage- some schools will be in a 3–4-year deficit
- Comms and Reengagement- School website upgrade- fastest enrolment v]by schools- School promotion packages/ resources not being accessed- inform PPC: Assets- do not use asbestos register- use online version- reach out to Ben if need help to take down student online accounts
- Aboriginal Education- Guiding Principles Document; Closing the Gap- more resources coming for Primary Schools: examples of best practice to link schools
- Assessment Planning and Reporting Accountability- EV: Educhat- student mode coming- expanding plus PL coming
- Assets – AMU Directors turning up- more comfortable in the space- Dean Slattery making a difference- take back to PPC- demountable needed in flooded areas: cleaners- want them to belong to our school- want to employ them but not manage them: make sure complaints are going through to Webclean- we need to be a voice here: \$50 000 self-projects- win – but do not take on the risk- ensure ASO's review it
- Central Schools
- Curriculum – reports: Maths Units: APCI role: NESA KLA time allocation advice

- *Connected Communities – change in format- now coming from new ED – student goals and aspirations- HUB road show*
- *Disabilities – Term 3 – trailing the new AR Model – All schools Term 4- user friendly training coming: inconsistency in contextual information for support classes – review in action- roll out in 2026*
- *HR- HCM Human Capital Model – Skye asking for schools to be involved in project*

12:10pm – 1:00pm *subject to change

10. Guest: Murat Dizdar, The Secretary, NSW Department of Education (VC from North Coast) TBC

Chair: NSWPPA President, Michael Burgess

10.1 Address by Secretary

- *Murat coming in from Taree West PS – flood impacted*
- *Principal power in flood effected areas- helping families – compounded impact of natural*
- *code to track flood funding: 8 new student wellbeing positions to support*
- *humbling for me, only as good as the principals on the ground*
- *Donna Bensch 23 homeless families: 2 staff out: impact- school buying socks, undies, sets of clothes*

10.2 Questions and Discussion

Work Force- special ed- not enough staff available- what is the big thinking around this? Should we have our own Teaching Institute to break the back of this?

One –hour meeting- feeling not comfortable, colleagues feeling pressure; prep for events, mentoring etc- Learning Support Team- taking time away from students –Murat explains- a culture piece that needs drawing back- Deb SH and Amber (Fed) - we need to look at this: school day fact sheet- hesitating- don't want to be over prescriptive, don't want to break the back of goodwill: Murat says that we technically are not using: will check in with Deb SH

Michael: Community Charter- watered down again- needs clarity around expected behaviour and consequence -contemplating legislative change to come out alongside The Community Charter- Michale suggests it should be a general guide- how do we work with parents- expectations- Code of Conduct

- Murat will bring the model to Michael and other key leaders

Helen: Bullying in schools- 3 sectors- school leaders not mentioned- National Anti- Bullying submission- Murat acknowledges statement of intent: will have zero impact in schools: high profile cases recently: want to unpack support material: we are leaders in this space- review occurring; wants to put wellbeing officers in our schools: Murat will look at the no mention of school leaders

10.2 Questions and Discussion

1:00pm - 1:15pm NSWPPA Business Partners

1:15pm - 2:00pm Lunch

2:00pm - 2:15pm

11. NSWPPA Business Session: Professional Learning Update

Chair: NSWPPA Professional Learning Officer, Drew Janetzki

- *Overview of PL offerings and Gap Analysis*
- *Mitch Wallis taster- Real Conversations – Live cross- Drew will upload slideshow*

2:15pm - 3:00pm

12. Guest Panel:

Dean Slattery, Executive Director, AMU SINSW, NSW Department of Education

Rachel Beeton, Director, AMU Hunter / Central Coast SINSW, NSW Department of Education

Joe Warman, Director, AMU Southern Region SINSW, NSW Department of Education

Chair: NSWPPA Vice President, Sue Maxworthy

12.1 Welcome

12.2 Presentation

- *Cleaning – Director coming to SC T3- ASO to help us- schools will not be expected to manage cleaning in the new model: looking at a model where cleaners will be employed and managed by the Doe (Assets): recruitment process coming - FAQ doc coming: 50K rule- some confusion, making sure*

the documents are clearer: can employ any contractor –doesn't have to be Assets linked: mandatory forms 1. 6 and sign off form at end of project: lot of other tools on offer in WebFM: pause in funding-backlog projects – Tranche 1 completed- Tranche 2 and 3 to come: FMWeb...minimal viable product-seeking feedback from PPA to move forward- send feedback to Dean Slattery: planned maintenance averages \$140 000 per school, per year: Principals should have a meeting with ASO in term 1 to make decisions around planned maintenance: Dean asks for our help: Dean acknowledges equity issue in that money is spent in growth corridor, leaving much older schools unattended

12.3 Questions and Discussion

- do schools know what Tranche they are in- Dean will make sure that we are informed about which Tranche we are in

- cleaning- when contract runs out, quality drops away-assurance this won't happen? Workload for Principals ...what will this look like? Can reach out to Rachel if there are ongoing issues. End of contract in 6 months.

Dean will ensure that Sasha comes to our next meeting to unpack the cleaning plans

3:00pm Meeting Adjourned for Day One

All State Executive, Delegates, Chairpersons and Observers to walk/ travel to ICC.

***3:30pm - 4:30pm EduTECH at International Convention Centre (ICC) at Darling Harbour
Bespoke sessions run by ITD Digital Support Team, exclusive to PPA State Council.***



NSWPPA

New South Wales Primary Principals' Association

State Council Agenda

www.nswppa.org.au

Day 2 – Friday 13 June 2025

(Sessions chaired by President, Michael Burgess, unless otherwise indicated)

State Council Day 2

8:00am – 8:15am

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

Chair: NSWPPA Secretary, Lee Saurins

1.4 Acknowledgement of Country

1.5 SC T2 2025 Day 1 Review

1.6 SC T2 2025 Day 2 Sessions

8:15am – 8:30am

2. NSWPPA Business Session: Treasurer's Report

Chair: NSWPPA Treasurer, Scott Sanford

2.1 Treasurer's Report

2.2 Questions on report (as previously tabled/circulated)

2.3 Motion to accept Treasurer's report.

Moved: Scott Sanford

Seconded: Adam Wynn

8:30am - 9:00am

3. NSWPPA Business Session: PPC Issues

Chair: NSWPPA Vice President, Shannan Griffith

8.1 PPC Issues and Actions

Motion from 3 PPCs to establish a PSSA Standing Committee as prompted by Principals attended the PSSA Principal conference.

Motion- that a PSSA Working Party be established

Moved by: Darren

Amendment- That it be called a School Sport WP so it is not just about the representative pathway.

Moved: Christine Avery

Seconded: Sue Maxworthy

Motion: That the NSWPPSA establish a school sport working party

Moved: Rebecca Harris

Seconded: Darren White

Supported by State Council by majority vote.

9:00am – 9:30am

4. NSWPPA Business Session: Reference Group/Standing Committee/Working Party Chairpersons

Chair: NSWPPA Deputy President, Norma Petrocco

Questions on reports (as previously tabled/circulated)

Michael hands over the chairperson role to Deputy President Greg McLaren

9:30am – 9:45am

5. NSWPPA Business Session: Regions and Executive Liaison Session

NSWPPA Executive meet with their assigned Region's delegates and chairs within that Region

9:45am – 10:00am

6. Principal Support Session: Mini-break for school communications

10:00am – 10:20am

7. NSWPPA Business Session: AGPPA and APPA Reports

Chair: NSWPPA President, Michael Burgess and NSWPPA Vice President, Bob Willetts

Michael shared APPA priorities and a report from National Education Summit.

Bob- AGPPA. Plan about two pillars- advocacy and connection. AGPPA heard from Victorian dispute resolution personnel- interesting process for resolving issues with support of an independent person.

WAPPA working on support for family law. SA- Tobias O'Connor. New bill Strengthening protections for education staff and students. Supports school leaders with authority to make decisions. Be sure to spend the time to complete principal wellbeing surveys when they come out- the data from these is used strongly by our Association and the DoE/ government.

10:20 - 10:35am NSWPPA Business Partners

10:35am – 10:55am Morning Tea

10:55am - 11:10am NSWPPA Business Partners

11:10am – 12:00pm

8. Guest Panel:

Andrew Simpson, Chief Financial Officer, NSW Department of Education

Vanessa Felton, Director Finance Strategy and Performance, NSW Department of Education

Ben Gatwood, Director Finance Strategy & Performance, NSW Department of Education

Chris Reid, Director Shared Services Finance, NSW Department of Education

Clare McLoughlin, Director Schools Planning Budgeting and Reporting, NSW Department of Education

Chair: NSWPPA Vice President, Shannan Griffith

5.1 Welcome

5.2 Presentation

5.3 Questions and Discussion

Currently approaching end of financial year- apart from schools, this is the busiest time of year for the rest of the DoE.

Looking like the DoE will be in budget this year- last year went over budget and it is a negative to go over for two consecutive years. Murat and the senior officers have been working hard to make sure this is not passed on to schools as much as possible. The 'back office' is here to support you so you can focus on the important work in schools.

Finance undergoing a redesign- it's about service and delivery to schools.

Please encourage colleagues to go to the budget support webinars.

School budget figure- a predictive figure, only as good as your planning & budgeting.

Ben provided a walk through of the budget dashboard and how calculations are made.

Finance support available for Principals, SAMs/BMs, DELs and intensive support for schools who are overspent or need intensive level of support.

Chris- sorry for the P Card experience at the end of the 2024 school year.

Any transactions not acquitted in 2024 appear in 2025 but will be balanced out.

Issues with Expense8- codes, approvers etc have not been accurate. This has been rectified.

140000 P Card transactions per month. P Card is now the main purchasing method (no longer EdBuy and SAP).

Be careful when using P Cards for large purchases. Under \$10000 P Card is appropriate. Other larger purchases on ongoing services- should consider limit order.

Team asked for feedback on what you would like to add or change about the school budget dashboard.

12:00pm – 12:10pm

9. Principal Support Session: Mini-break for school communications

12:30pm – 1:00pm

10. Guests:

Amber Fuller, Advisor HALT Talent Pipeline, NSW Department of Education

HALT process changed significantly.

The team is here to take the workload off principals, DELs and teachers.

Significantly less workload and streamlined process for teachers and school leaders.

Significant policy changes have removed the blockers – time, workload and isolation.

More support than ever before.

More contextualised and individualized.

Resources and templates are available to support teachers.

Now 2 models and 20 Standard Descriptors instead of 37.

Still have a site visit for a day looking at their practice – evidencing what they are already doing.

No referee reports, now a principal conversation.

No major initiative for lead application, now same process.

One internal observation of a colleague.

Maintenance is now the same as at Proficient. The principal endorses this.

Evidence can be from the last five years.

Feedback given along the way.

Accreditation is now achievable in a short timeframe.

Up to 10 descriptors can now be collaborative evidence. Need to write own narrative (annotations).

EV evidence sets can be used by HALT if have been involved in the initiative.

NESA Recognised Program (NRP) – 6 months or longer. Significant application to NESA.

LECI is also offered as a NRP (halfway to HALT). At Highly Accomplished Level.

No longer dependent on 10-15 years' experience.

HALT is available to preschool teachers, support teachers and aspiring leaders.

Currently there are no preschool teachers at HALT level.

Temps and casual may also be considered.

There is a numeration step.

Teachers will be reimbursed fees once successful.

Please promote the NSW DoE HALT Hub.

A HALT accreditation readiness course TPL0039 is available on MyPL.

Opportunities for expert teachers and leaders to be HALT assessors. NESA provides training.

Last 18 months 83% applicant growth.

Now 264 accredited HALTs in DoE.

haltaccreditation@det.nsw.edu.au

Chair: NSWPPA Vice President, Leah Martin

10.1 Welcome

10.2 Presentation

10.3 Questions and Discussion

1:00pm - 1:15pm

11. NSWPPA Business Session: State Council T2 2025 Survey

Chair: NSWPPA Deputy President, Greg McLaren

1:15pm - 2:00pm Lunch

2:00pm - 2:40pm

12. NSWPPA Business Session: Reference Group/Standing Committee/Working Party Chairpersons

Chair: NSWPPA Deputy President, Norma Petrocco

Questions on reports (as previously tabled/circulated)

2:40pm- 3:00pm

13. Wrap up and scheduled closure of State Council

Chair: NSWPPA Deputy President, Greg McLaren

End of State Council Term 2 2025

Next Meeting: Term 3, 2025 NSWPPA State Council Meeting

Thursday 6 and Friday 7 September 2025

Sydney Central Hotel, 169-179 Thomas Street, Haymarket (formerly Novotel)

Stay Resilient, Optimistic, and in Control

Attendance State Council Term 2 2025

Reference Groups	Chairperson	Day 1 12.6.25	Day 2 13.6.25
Aboriginal Education	Paul Byrne	✓	✓
Assess; Planning and Account.	Glenn Daniels	✓	✓
Asset Management	Anthony Buckley	✓	✓
Curriculum	Craig Brown	•Leave	✓
Disability Programs	Denise Lockrey	✓	✓
Finance & Administration	Wanita Bowles	✓	✓
Human Resources	Skye Ramsay	✓	✓
Principals' Support	Grace Palamara	✓	✓
Schools for Specific Purposes	Mark Gosbell	•Apology	•Apology
Student Wellbeing	Helen Craigie	✓	✓
Teaching Principals	Andrew Rodgers	✓	✓
Technology	Michael Sky	✓	✓
Standing Committees	Chairperson	Day 1 12.6.25	Day 2 13.6.25
Annual Conference	Kylie Donovan	✓	✓
Communication and Engagement	Benjamin Carter	✓	✓
Early Childhood Education	Robert Linas	✓	✓
Leadership	Estelle Southall	✓	✓
Legal Issues	Sharon Le Ban	✓	✓
New Build and Rebuilds	Rebekah Lindsay	✓	✓
Rural Education	Michael Ostler	✓	✓
Working Party	Chairperson	Day 1 12.6.25	Day 2 13.6.25
School Viability	Grant Schaefer	✓	✓
OC, HPGE	Jono Coombes	✓	✓
Observer Groups	Observer	Day 1 12.6.25	Day 2 13.6.25
Central Schools	Allan Johnston	Apology	Apology
Environmental Ed Ctrs	Christine Freeman	✓	✓
PSL	Belinda Jamieson	✓	✓
PSSA	Andrew Hooper	✓	✓
Connected Communities	Annette Thomson	✓	✓
Retired Principals	Tom Croker	✓	✓

Area Council	Delegate	Day 1 12.6.25	Day 2 13.6.25
Albury	Andrew McEachern	✓	✓
Armidale	Christine Dorward	✓	✓
Bankstown	Karen Sellick	✓	✓
Batemans Bay	Melissa O'Meara	✓	✓
Bathurst	John Carters	✓	✓
Blacktown	Leonie Donaldson	✓	✓
Bondi	Polly Palaitis	✓	✓
Bourke	Narelle Stacey	✓	✓
Broken Hill	Jonathon Thomas	✓	✓
Campbelltown	Janene Cook	✓	✓
Central Coast	Nicole Burgess	✓	✓
Deniliquin	Darren White	✓	✓
Dubbo	Tammy Batho	✓	✓
Fairfield	Genelle Goldfinch	✓	✓
Granville	Louise Challis	✓	✓
Griffith	Derek Noffke	✓	✓
Hawkesbury	Andrea Dziubinski	✓	✓
Hornsby	Milly Stone	✓	✓
Lake Macquarie	Deborah Hall	✓	✓
Lismore	Jane Varcoe	✓	✓
Liverpool	Liz Van Der Meulen	✓	✓
Maitland	Melissa Scully	✓	✓
Mid North Coast	Jodie Hayes	✓	✓
Moree	Lisa Kelly	✓	✓
Mount Druitt/Minchinbury	Lisa Parello		✓
Newcastle	Matthew Bradley	✓	✓
Northern Beaches	Laura Barry	✓	✓
Orange/Lachlan	Marianne Pankhurst	✓	✓
Parramatta	Trudy Hopkins	✓	✓
Penrith/Blue Mountains	Christine Avery	✓	✓
Port Jackson	David Roberts	✓	✓
Port Macquarie	Peta Harris	✓	✓
Queanbeyan	Rebecca Harris	✓	✓
Ryde	Pip Fox	✓	✓
Shellharbour	Greg Wells	✓	✓
St George	Justine Williams	✓	✓
Sutherland	Jason Ezzy	✓	✓
Tamworth	Jane McKenzie	✓	✓
Taree	Kylie Seaman	✓	✓
Tweed Heads/Ballina	Jeff Robinson	✓	✓
Upper Hunter	Merrilyn Burton	✓	✓
Wagga Wagga	Cathy Crick	✓	✓
Wollongong	Emily Jones	✓	✓

State Executive		Wednesday 12.3.25	Day 1 13.3.25	Day 2 14.3.25
President	Michael Burgess	✓	✓	✓
Deputy President	Greg McLaren	✓	✓	✓
Deputy President	Norma Petrocco	✓	✓	✓
Vice President	Shannan Griffith	✓	✓	✓
Vice President	Leah Martin	✓	✓	✓
Vice President	Sue Maxworthy	✓	✓	✓
Vice President	Judy McEwen	✓	✓	✓
Vice President	Bob Willetts	✓	✓	✓
Vice President	Adam Wynn	✓	✓	✓
Secretary	Lee Saurins	✓	✓	✓
Treasurer	Scott Sanford	✓	✓	✓
Executive Officer	Mark Pritchard	✓	✓	✓
Admin Assistant	Virgina Villa		✓ Edutech	
PLO	Drew Janetzki	✓	✓	✓
PSO	Lyn Davis	✓	✓	✓
PSO	Geoff Scott	✓	✓	✓
PSO	Phil Seymour	Apology	•Apology	•Apology