



## 2017 Annual General Meeting

### President's Report

It is hard to believe I have been in this role for 12 months already but when I recount the events of the year, it has been an extremely busy, but rewarding year for us especially when we consider all the happenings, the initiatives and the roll-outs that have occurred and the significant gains we have achieved.

#### **Workload Intensification:**

The last year has seen a significant increase in the workload that has detrimentally taken us further away from our key role as educational leaders in our schools. Term 1 was significantly difficult with the new software and format for the Annual Report (SpAro) and added to the long list of tools that caused us much grief.

Along with the SPC, we made significant requests for support as many of our members were struggling and submissions by both Associations to the Minister and Secretary outlined how DoE could support us. The Secretary instigated some significant reviews to determine what the situation was and what supports were needed. The **Deloitte's Principal Workload Study** significantly shadowed over 100 principals in their schools, conducted focus groups and interviewed significant stakeholders to determine:

- what were the key issues around workload
- the factors that could help principals manage their workload
- the barriers that affect principals' ability to manage their workload
- opportunities for improvement (enhancing capacity; creating high performance teams; developing and supporting talent; supporting networks; streamlining administrative components)

The PPA and SPC Executive Members were in many discussions focusing on these findings and were heavily involved with the development of the Leadership Strategy to Support Principals. Additional administrative support, focusing on those decisions that have been pushed out to schools that were more appropriate at the Centre level, reviews of Staffing, HR and AMD processes, additional Directors (with a review of effectiveness), piloting support teams for Teacher Improvement programs and the establishment of a Leadership Institute are all designed to support us on the ground. Our advocacy will continue to ensure our colleagues are supported in their efforts to build capacity and ensure excellence in our schools.

Further support will be forthcoming following the Secretary's commissioning of a survey into the **Delivery of Educational Services** by McKinsey. The following questions, when answered, will lead to significant and relevant support for our schools:

- What support matters to improve student outcomes?
- Is our main focus on the support that matters?
- Is the support we provide high in quality? If not where are the gaps?
- How good is the experience for school leaders to access support services?



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Whilst only 50% of principals responded to this survey, the ramifications of the soon to be announced findings will determine the levels of support for curriculum implementation, pedagogy and students with learning difficulties & disabilities.

### Our role with DoE, NESA and Ministry

The NSWPPA has continued, through its various groups to advocate for primary students, primary schools and their principals. With 165 members of our Reference Groups/Standing committees & Working Parties, 10 executive members and many members representing on Working Parties, Steering Groups, Project Control Groups, User Advisory Testing (UAT) etc. the voice of primary principals is clearly stated. These members, with their experience, know-how and passion meet formally and informally with departmental officers, NESA and the Minister's Office to ensure the best outcomes, best implementation and best procedures occur in our primary schools. We should thank them sincerely for their work on our behalf to "get the best deal" for our schools.

Our representatives have been integrally involved in deliberations and sometimes robust conversations to ensure policies, programs and initiatives are "school friendly". We have been involved in the Schools Excellence Framework; Schools Excellence policy; RAM Working Party; HR work for PDPs; staffing formula; Early Action for Success; Literacy & Numeracy Plan; LMBR; Teacher & Principal Accreditation; PSL; School Planning & Accountability; Rural & Remote; Aboriginal Ed; School Registration; External Evaluation; Gonski funding and more.

### Professional Learning

Our Association has steadily been increasing our presence in the field of Professional Learning with our intent to ensure our current and future leaders are supported and developed. "Leaders developing leaders" has been the driving force in our endeavours and we have delivered the **Art of Leadership** (AoL) to 150 and the **Master Class for the AoL** to 50. An enormous thanks to Vice President Lyn Davis and Nel Brazier (SAO) at Umina Beach PS for their outstanding organisation and to Judy Hatswell & Rob Stones for the exceptional course. As a NESA provider of professional development, we now have NESA accreditation for the AoL for 37 hours at Lead level.

Our other significant Professional Learning offering is the "**Principal Credential**" We have offered this 18-month course based on the Principal Standard for a second cohort of school leaders and they will be recognised during this Conference. Significantly we have had Senior Managers from AITSL, University of Wollongong Senior staff and Executive Director Mark Grant witness the culmination of the learning journey, the validation activity. This extraordinary program, under the mentorship of our outstanding Academic advisor, Anne McIntyre and led by Margaret Charlton & Graeme Ross and a team of facilitators who have given so much time to support their colleagues it is inspirational. We acknowledge the financial support of our Corporate Partner Teachers' Mutual Bank, whose \$15,000 each year for 3 years has been instrumental in keeping costs down for participants.

At our Term 3 State Council we made a move towards establishing a more significant role in Professional Learning. State Council agreed to 0.2 Professional Director and 0.2 Admin assistant with a review in six



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months. After discussions with both QASSP (Queensland Principals Association) and WAPPA (Western Australian Principals) who have fulltime Directors of Professional Learning, we need to look carefully at our future offerings and how we can deliver it without further imposing on the goodwill of our hardworking leaders.

### **Principal Well-Being and Support:**

We are strongly committed to supporting our principals across the state and offer several means to do this. Our structures at PPC level and our Principal Support Reference Group, along with the local PSL offer the important shoulder to shoulder support when needed. Our chairperson of Legal Services Standing Committee, Greg McLaren, Chairperson of Principal Support Reference Group, John Bond and Geoff Scott, our Professional Support officer offer more intense and higher-level support when required and have supported colleagues through some difficult situations.

We have embarked on providing the **Flourish** program following a successful pilot in the Shellharbour PPC. Led by Dr Adam Fraser with support from Berry PS Principal Bob Willetts, this proactive approach focuses on helping principals achieve better performance, better leadership and better wellbeing. Two additional trials held in Wollongong and Maitland are also proving successful and we have launched/ or are launching additional courses in Broken Hill, Tweed Ballina, Castle Hill and Sutherland. We are thankful for the \$10,000 from Teachers' Health which will help underwrite the costs of course delivery in rural & remote areas. We will review the evaluations to determine any further provision of the course.

### **Communication:**

Vital to our existence and success is two-way communication. This year we have embarked on a path to integrate our communication and with support from Schoolzine, have utilised their platform for a better version of **What's Hot** and launched the **Schoolzine App (SZapp)** with some success. What's Hot only has a readership of 50%, so we will focus on increasing the readership of this vital means of providing up-to-date information in 2018. We are close to moving to a more contemporary website, linked to our newsletter, App and Twitter account (currently we have 1600 followers) by the end of 2017.

We are constantly looking to improve our communication channels so our members are aware of what is happening in all of our meetings. Our State Council delegates, members of Reference Groups/Standing Committees & Working Parties and Area Council contacts have huge roles to play in providing and receiving information. We will again be looking closely at the effectiveness of our protocols.

### **National Scene:**

Education in NSW, and indeed across the nation, has certainly been at the centre of much debate as the provision of school funding has played out in the media and parliaments across Australia. NSW stakeholders, in an unprecedented display of unity, stood against the Federal Government reneging on our previous bi-lateral agreement with the previous Federal Government. Politicians from all parties, the professional associations, parent groups and the unions were united in our push for the fulfilment of the commitment to fund Years 5 & 6 on the Gonski agreement.



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The provision of funding to address the equity issues is fundamental to the public good. Many of us were involved with the NSW Teachers' Federation/ AEU, APPA and AGPAA campaigns to ensure needs based, sector blind criteria were utilised when distributing funding to Australia's schools. We are now well aware that the Gonski 2 model does not address the equity issues using such criteria and we will continue our advocacy for our students in public education right through until the next Federal elections.

Another challenge emanating from this funding debate is the Gonski Review, which at time of print, is about to close for submissions. The review to "Achieve Educational Excellence in Australian Schools", will examine evidence and make recommendations on the most effective teaching & learning strategies and initiatives to be deployed (focusing of course on the efficient & effective use of funding). The ramifications for this causes great angst and we are joining with APPA and AGPPA in submitting our recommendations that ensures we are not tied to "dud" pedagogies or programs or ridiculous "hoops" we have to jump through for funding.

### In Conclusion:

The NSWPPA has had a successful year in working and advocating on behalf of Principals, schools and students, in representing the views of Principals to the Ministry and DoE, in supporting the well-being of many colleagues and in providing professional development to enhance the standing of Public Primary Schools. We will continue to reflect on our Association procedures and structures to ensure that we continue to provide the best advocacy and professional support possible for Principals.

We are moving in a new direction in terms of Professional Learning and the provision of proactive and integrated support for our principals. When we look nationally, many of our AGPPA colleagues, with smaller cohorts, are moving ahead with full time office managers, office staff and Directors of Professional Learning in their own buildings. As an Executive we are drafting a plan where we will clarify our "big picture" and look at how we can better support and develop our leaders – this of course will come at some expense.

Our Association acknowledges the financial support of the Department and our corporate, professional and business partners that enables us to continue to provide representation, advocacy, support and Professional Learning. The annual grant from the Department, membership fees and sponsorships enables us to do this at our current level of activity, however if we are to provide better service and support we will need additional funding. As a result, it has been resolved to move at this year's A.G.M. for a modest increase in the Membership Fee from the beginning of 2018, from \$450 per year to \$500 per year (i.e. approximately \$1 per week) – we believe that Principals value the benefits of NSWPPA membership and will support this resolution.

In addition to the valued sponsors who support the State Conference, of which our NSWPPA Annual General meeting is a part, **the Association acknowledges the vital support received from our Corporate Partner – Teachers Mutual Bank; our Professional Partner – UTS, the University of Technology, Sydney; as well as our Business Partners – Dance Fever/ Multisport ; The School Photographer;**



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**Camp Australia After School Care; Sentral Education; Advanced Life Photography; Life Skills Group; Helping Hands network; The Music Bus; L J Harper and MyPLgoals.**

We acknowledge the support for the NSWPPA throughout the year of the **Minister for Education Hon Rob Stokes MP, Secretary Mark Scott, Deputy Secretaries Murat Dizdar, Georgina Harrison, Peter Riordan, Leslie Loble and Janet Davy**, as well as **other senior officers of the DEC and President Tom Alegounarias and CEO David de Carvalho and senior staff of NESA**. We also acknowledge the collaboration, advocacy, advice, support and collegiality of our fellow stakeholders in Public Education, the **NSW SPC, NSW TF, PSA and NSW P&C**.

On behalf of all colleagues, I extend our thanks to the many Principals who continue to work on behalf their colleagues, students and our Public Primary Schools through the NSWPPA. Area Council Executive, Reference Group/Standing Committee/Working Party members and Chairpersons, as well as our State Executive Team do an outstanding job in advocating, representing, providing input to policies and encouraging professional development within the profession. I would like to acknowledge particularly our State Executive team members, many of whom are just completing their first 12 months in this role: - **Deputy President Robyn Evans, Vice Presidents Di Robertson, Terry Fisher, Louise Green, John Mularczyk, Lyn Davis, Ian Reeson, Secretary Jackie Malecki, Treasurer Rob Walker, Executive Officer Mark Pritchard, WebMaster Andrew Stevenson and Professional Support officer Geoff Scott**. Their outstanding efforts, goodwill, commitment and advice has certainly helped me in my first year at the helm and ensured a strong year for the NSWPPA.

Finally, I'd like to sincerely thank our Annual Conference Standing Committee and especially Convener Kylie Donovan and Administrator Karen de Falco for their untiring efforts to ensure a fabulous Annual Conference. Ours is a rare conference in Australia, with principals organising and conducting their own conference whilst still working in their schools. It is an awesome effort!

I'd like to extend sincere congratulations to our Award recipients and colleagues who gain a Fellowship or Life Membership at this conference. Best wishes also are extended to colleagues who are retiring from the Teaching Service this year. Thank you for your outstanding efforts on behalf of colleagues and students in our NSW Public Schools.

I'd also like to thank you all for your efforts in your schools and with our Association this year. We are determined to support you and need your input to ensure we are the best we can be.



**Phil Seymour President NSWPPA**