

what's hot?



Term 1 Week 4 2012

Dear Colleague,

We were hoping for a quiet start to 2012 but unfortunately this was not to be. I mentioned last year that 2012 was going to see the beginning of significant changes in Public Education in NSW and that will certainly be the case.

I apologise for the length of this What's Hot but I would encourage you to read the 'tome' as there is so much happening and you need to keep up to speed. I would again like to take the opportunity to welcome all our new Principals and wish them the very best in what I believe will be the most rewarding and challenging time in their leadership careers.

I'm going to start with some important 'housekeeping' for want of a better description.

Mark Pritchard, our current NSWPPA Treasurer, is retiring from the DEC on the 16th of February after 36 years in teaching, including 25 years as a Principal. In addition to this, Mark has served in a variety of roles on the State Executive for the past eight years and has made an outstanding contribution to our Association during this time. We are most fortunate to be able to continue to use his skills in a new role for our Association.

You will remember I mentioned a couple of weeks ago, that our Office Manager, Kate Weller, left us in December to take up full time work. Mark will now take over this role with added responsibilities for the NSWPPA for 18 hours per week (the same hours Kate worked) beginning on Monday, February 20th.

In the meantime our Bourke St Office is fully functional and all calls will be transferred through to Mark. All claims will still be paid by Mark and any financial matters will be completed. Our State Executive believes this will be a seamless transition period.

After his retirement, Mark's only email address will be:

mpritchard@nswppa.org.au

Please use this for all emails and electronic claims. The other issue associated with this will be finding a replacement for the NSWPPA Treasurer's position for the remainder of this year, until the conclusion of State Conference (the end of October).

I will be sending out an EOI to all State Delegates this week as our Constitution requires us to seek a replacement from members of State Council. We are most fortunate in having Mark in a position where he will not only continue some aspects of the Treasurer's role in his new position but also be able to provide significant support for his replacement.

Major Items

Assisted Travel Program

No doubt you'll be up to speed on the significant disruption to this vital program for our neediest students. To say monumental errors seem to have been made in decision-making would be an understatement and we have seen the ramifications of this develop over the last few weeks.

At this stage I don't see much point in dwelling on who made the mistakes. What we need to be concerned about is ensuring that the needs of our children requiring transport continue to be addressed.

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There were eight recommendations that emanated from the review of the Assisted Travel Program completed by Ken Boston. Recommendation Number 6 noted that the level of information about the needs of students requiring transport was not sufficient for either drivers or escorts. I have been informed today that in order for this issue to be addressed, Principals with students requiring transport (including myself) will soon receive directions from the DEC.

The information to be provided for drivers and escorts will only be required for students on health care plans and/or with behaviour issues that impact on their travel. Parents of the students will also need to be contacted and asked to discuss their child's needs with drivers and escorts.

In light of this I would like to personally thank all Principals, office staff and teachers who have gone the extra mile to ensure our children not only made it to school but did so with minimum distress.

I would also like to acknowledge the efforts of the staff from the Schools Portfolio and Workplace Management and Systems Improvement who have worked tirelessly, 24/7 in an effort to ensure the 700+ children and their families' needs were addressed once the scope of the problem became known. I personally witnessed some of their efforts and was most impressed with their dedication in finding solutions to the dilemma. There was also significant work done by staff in all regions across the last couple of weeks, including late nights and weekends. The effort, care and dedication of everyone involved makes me proud to be part of Public Education.

Apart from the obvious lessons to be learnt from the management of this program from people on the ground, it is to be hoped that members of Treasury understand the need for them to increase their knowledge and understanding of the needs of all students, their families and schools and not look at education as another simple 'item in the budget'. We are dealing with our most important resource as a State and a Nation and must to be able to look beyond the 'bottom line' on a financial spread sheet.

Local Schools, Local Decisions (LSLD)

Firstly, let me begin by stating there's still a long way to go in terms of all schools being involved in changes to be developed in LSLD and it is linked to two important programs. These programs are the Federal Government's Empowered Local Schools National Partnership (ELSNP) initiative and the NSW DEC roll out of Learning Management and Business Reform (LMBR).

Regardless of the final model of LSLD, it will need to be rolled out simultaneously with LMBR and meet the requirements of ELSNP. The triangulation between the programs will influence the schools initially involved in LSLD and the timelines for the eventual expansion across the system.

In relation to LSLD, four members of the State Executive, Jackie Malecki, Steve McAlister, Geoff Scott and I attended meetings during January and early February as part of the Futures Alliance to look at the data gathered from the LSLD statewide consultation. The consultation paper outlined a number of significant changes in relation to the current structure of the bureaucracy. There is a recognition at the most senior level that the current systems need to change in order to better meet the needs of schools.

We were provided with the opportunity during these meetings to have significant input into draft recommendations and it was encouraging to see that our voice was heard by the Director-General on a number of issues. I would like to thank Jackie, Steve and Geoff for their tireless work, including significant time during their holiday break, in ensuring we assist the DEC and the Minister in 'getting LSLD right!'

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Schools in the 47 schools trial have been invited to make the transition to participate in the Empowered Local Schools National Partnership (ELSNP). A total of 229 schools need to be nominated in 2012 and 160 schools will also need to be chosen for the LMBR trial.

The LSLD Steering Committee (on which I sit) will meet this Thursday afternoon to look at the recommendations. It is my belief that the model the Director-General takes to the Minister will begin by looking at changes that will be comfortably achievable in areas such as reducing red tape and greater control over financial resources.

Gonski Review

Next Sunday I will be representing both the NSWPPA and AGPPA in Canberra at the embargoed *Review of Funding for Schooling* report at a preview event ahead of its release. Minister Garrett and Mr Gonski will be releasing the report for discussion and response. At this stage we believe there will be good news for Public Schools across Australia. The \$64.00 question will be whether both Federal and State Governments have the courage to implement the recommendations of the Review.

At a NSW level we have been in recent discussions with the Australian Education Union (AEU) and the Teachers Federation about how we may best support funding for Public Schools. Angelo Gavrielatos, President of the AEU, has asked me to pass on the following information.

Public school bus to tour the nation!

It's now only a matter of days before the release of the Gonski review of school funding and the Federal Government's response.

To make sure the whole community takes action<<http://www.forourfuture.org.au/elobby6.html>> to ensure public schools are funded properly, the AEU today launched a new phase of our national Public Schools For Our Future campaign. This includes a national campaign bus tour, tv advertising and letterboxing in targeted federal electorates.

Your support of the campaign so far has been invaluable. Sending thousands of submissions and 15,000 emails to the expert panel conducting the review helped them decide the case has been made for "a fundamental change in the way we fund schooling at all levels of government". We are asking for your help again to send a huge message to politicians letting them know it's time to invest in public schools.

Send Prime Minister Julia Gillard and your local MP a message via our website<<http://www.forourfuture.org.au/elobby6.html>> to make sure they know what a difference more resources would make.

Click here to take action<<http://www.forourfuture.org.au/elobby6.html>> at this crucial time. The more emails that are sent the more pressure we will build for additional funding for our schools.

*Thanks again for your support.
Angelo Gavrielatos*

The bus tour began yesterday and will visit Tamworth, Armidale, Port Macquarie, Gosford, Tempe, the Nepean, Blacktown and Hurstville over the course of this week. No doubt your local Teachers Federation representative will have details regarding the time of the visits. We would ask that you support this initiative when the opportunity arises.

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My School 3 Website

We met as part of the ACARA Strategic Communications Working Group last week to receive updates on the release of the My School Website. General Manager, Planning and Innovation, Dr Jenny Donovan has asked me to provide the following information:

My School v.3 will be released on 24 February.

*Principals can preview their complete My School data through ACARA's preview portal during the period 20-23 February. **Please use this opportunity to check your data.***

If you need support in helping your school community to understand the information that will be published on the site, there are several resources available:

- ACARA provides video, FAQs and Fact Sheets on its website at <http://www.myschool.edu.au/>
- DEC has revised and updated its toolbox of information and support materials for principals, which can be found at <https://detwww.det.nsw.edu.au/lists/directoratesaz/communications/myschoolcomm-tb/index.htm>

ACARA has advised that they are developing more materials that will be made available to principals during the preview period, and on the ACARA website after release.

If you think the information provided about your school is wrong, please follow instructions on the preview site to notify ACARA of the problem, and also inform your School Education Director.

Dr Jenny Donovan

General Manager

Planning and Innovation

T 02 9561 8099 M 0413 885 021

Level 5, 35 Bridge St., Sydney NSW 2000

Other issues addressed at the aforementioned meeting included the fact that any shifts in ICSEA values have been identified by the DEC and any schools with significant changes will be contacted and offered support and information to parents to explain any differences.

There may be some 'argy bargy' with the media regarding 'growth data'. You will remember last year that it was so complicated that most people, including parents' put it in the too hard basket. We've been assured it will be easier to understand this year.

The 'satisfaction surveys' continue to be pursued by ACARA and will now be known as the National School Opinion Surveys. The scope of the surveys will include all sectors, all schools from Yrs 5 to 12, All Year parent groups with a pilot survey for staff to be developed as well. I'm led to believe the delivery of the information will be online. Watch this space!

LMBR

I mentioned earlier that the roll out of LMBR will be integral to LSLD. A reference guide will be sent out to all Principals shortly to ensure everyone is up to speed on its progress. We are most fortunate to have Sue Aitken, former Principal of Blairmount PS, involved on the LMBR team. While not formally representing the NSWPPA, it's reassuring to know we have a former Primary Principal on the project team.



While LMBR won't be driving LSLD policy, it will be essential in enabling schools to improve the way they operate across the areas of student administration, learning management, financial and HR applications.

LMBR has certainly been a long time coming and we have been assured that no aspect will be released to schools that hasn't been evaluated to ensure it will work.

The release for the schools selected (160) this year will focus on risk assessments, student wellbeing management (health, learning, counselling, custody and access), student behaviour, student attendance, student SALM Information reporting, school finance, procurement, asset management and financial reporting. I should stress that this is not a pilot or trial. It is the first stage of the eventual full implementation of the program for all schools.

Speaking of LMBR – ERN

You should have received a memo from Dianne Marshall, Director, Public Schools NSW regarding duplication of families and students on ERN. The basis of the memo was to inform Principals that these duplications need to be remediated as soon as possible.

A team of 8, consisting of SASS and retired Principals in the main, will be established to deal with the duplications. It is my understanding that there are more than 125 000 duplications, which explains why the previous team of two people was unable to redress the situation.

We would support your cooperation in helping the team as this issue impacts on the accuracy of the data in our schools, the ability to flag families and students to comply with legislative requirements, attendance tracking and very importantly, ensuring everything is accurate as we move over to LMBR.

NSWPPA Industrial Support Zoomerang Survey Follow Up

At our State Executive meeting last week, Vice President Grahame Morgan, reported back on behalf of the working party established late last year to investigate the implications of establishing a union body for Principals. You will recall this was the basis of a motion passed from the floor of State Council in November last year.

The Working Party was established and in order to ensure they gain an accurate view of the feelings of all members around industrial issues, a survey was developed seeking feedback on a number of issues surrounding our current industrial position. This included such issues as:

- Satisfaction levels with current industrial support
- Support for Principals available from the Teachers Federation
- Professional relationship between the NSWPPA and the Teachers Federation
- Current reason/s for maintaining membership of the Teachers Federation
- Interest level in alternative industrial representation
- Maintaining the Public Education Alliance

Approximately 660 Principals responded to the survey. The working party will present the data to State Council this term. We expect that State Council will analyse and discuss the data and provide advice as to the next step in the process. We would envisage that a final decision about what action should be pursued will be determined at State Council in Term Two.



Early Childhood & Care

I mentioned in the last What's Hot that Vice President Phil Seymour, Jo-Ann Lock, Early Childhood Reference Group, and I would be meeting the Minister to voice our concerns about the fees for government pre-schools.

The Minister, you will recall, has refused to change the fees policy and has continually stressed that no child would be refused entry to a Public School based pre-school if, in the judgement of the Principal, they were unable to pay the fees.

As a result of this, we believed we needed to look at the issue of each school's ability to maintain their pre-school program knowing they would no longer have access to the voluntary fees they formally received and exacerbated by the fact that the new fees paid by parents would not be paid to schools.

In December we presented the Minister with data based on the schools (with pre-schools), that don't receive any funding outside standard global funding entitlements (e.g. equity funding, National Partnerships, PSFP, PAS) and that we believe will be severely disadvantaged as a result of the new policy.

The Minister advised us that he would have our data investigated and get back to us on the issue. We are yet to have a response from his office.

Professional learning resources

The Professional Learning and Leadership Development Directorate launched the Leadership Program in Term 4 2011.

The Leadership Learning program is an evidence-based professional learning program for all school leaders K-12. The program provides core learning and individual customisation of a program that is directly aligned to school leaders' learning needs. The program is mapped against the key accountabilities of the role of school executive and principals in NSW government schools, the National Professional Standard for Principals and the further key stages within the NSW Professional Teaching Standards.

Each Leadership Learning course is scheduled through My PL@Edu and managed by the Professional Learning and Leadership Development Directorate for delivery state-wide each term. The following courses are available for enrolment in term 1, 2012. The closing date for enrolment in each course is 3 March 2012.

1. Leading professional learning using the Classroom Teacher Program (PLLDD)
2. Leading action research (PLLDD)
3. Understanding performance management (PLLDD)
4. Skills for performance management (PLLDD)
5. Introducing Teacher Assessment and Review Schedule (PLLDD)
6. Introducing the Executive Assessment and Review Schedule (PLLDD)

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The courses are *online, blended learning*, which means that the learning materials are provided online, and the activities require a balance of individual learning and interacting with and leading others. We will keep you up to date through What's Hot as more courses become available.

<https://www.det.nsw.edu.au/proflearn/areas/sld/programs/index.htm> (TIP: you need to have logged on through the DEC staff portal to access the website)

Accessing and working with My PL@Edu

My PL@Edu is a professional learning information management system. The system holds a pool of 4500 courses (including compliance courses) and has the capacity for principals and executive to enter school development days and other school based professional learning. Developer/deliverer roles can be delegated by the principal through AMU.

Tutorials are available for principals to schedule an event on the PLLDD website:

<https://www.det.nsw.edu.au/proflearn/areas/plp/mypl/index.htm> The tutorials provide step by step instructions and screen grabs.

Registered Professional Learning available to all teachers without breaking the TPL budget.

The Classroom Teacher Program is another resource provided by the Professional Learning and Leadership Development Directorate and is available to all teachers in DEC schools **at no cost**.

The classroom teacher program can be accessed through the PLLDD website. Principals/delegates schedule an 'event' on MY PL@Edu for a Classroom Teacher Program module. to be registered on MY PL@Edu which is necessary for new scheme teachers to have the professional learning to be included as registered professional learning with the NSW Institute of Teachers.

<https://www.det.nsw.edu.au/proflearn/ctp/index.htm> ((TIP:you need to have logged on through the DEC staff portal to access the website)

PPDP/ PARS UPDATE

A number of concerns have been raised by Principals across the state in a number of forums including the NSWPPA, the SPC and the Teachers Federation about the changes made late last year to the PARS process.

The NSWPPA voiced our concerns to the Deputy Director-General Schools, Greg Prior, in relation to the inconsistency of approach within and between Regions and the increase in the level of unnecessary documentation. We believed this was not in the spirit of the original changes put forward by the DD-G Schools.

We understood the suggested changes would lead to a decrease in the amount of compliance style accountability required of Principals in the PARS process, an increase in the quality of agreed consultation and discussion of the individual professional needs of each Principal with their SED and a reduction in the number of compulsory PARS visits. We also had the expectation that there would be consistency of approach by all SEDs across the State.

The Teachers Federation took the issue to the DD-G Schools pointing out that there had been no negotiation with them when the changes were put in place and that, as the PARS process is part of the salaries agreement, they would need to endorse them which they were not prepared to do. In response to

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this, the DD-G Schools has halted the revised PARS process.

Reducing Red Tape

Dianne Wasson, Director, Human Resources Policy and Planning, is seeking to implement a pilot program aimed as simplifying the forms used by Principals working with teachers seeking accreditation at the level of Professional Competence with the NSW Institute of Teachers.

This is great news for anyone who has been involved in any of the Institute of Teachers paper trails. Dianne will be seeking interest from schools and regions to take part in the pilot. The key proposals of the pilot are to:

- move the Institute report and teacher evidence into email and reduce the use of physical postage;
- use email to manage the movement of documents and better track paperwork between regional offices and schools;
- replace use of the T1 and T2 forms with standardised email communication from the principal to the region;
- communicate accreditation reports to the Institute from the school education director via email;
- store completed reports in an individual teacher's personnel file in the Department's electronic document management system, TRIM

If this sounds like it might be something you're interested in contributing to then keep an eye out on School Biz as I have no doubt it will be advertised there shortly.

Web Filtering Survey

Vicki Boga, Business Analyst, ITD has been liaising with me regarding DEC Web Filtering. The DEC hardware and software is due to be refreshed at the end of 2012. ITD is keen to ensure that school needs in technology are being met and that any improvement to enhance the learning outcomes of students is addressed.

A survey will be arriving at schools initially for Principals, to review the current level of web filtering, blocking, cyber slacking, IT security etc. If you are like me and have little knowledge of the intricacies of all this, then my advice would be to complete the survey with an appropriately skilled and knowledgeable staff member looking over your shoulder. If you do know all the answers, I don't want to know, as I don't need to be reminded of yet another one of my shortcomings.

State Council dates for 2012 - reminder

The proposed dates for 2012 State Council (all to be held at the Citigate, Sydney) are:

- Term 1, Week 7, March 8th and 9th
- Term 2, Week 6, May 31st and June 1st
- Term 3, Week 7, August 30th and 31st
- Term 4, Week 7, November 22nd and 23rd

We would ask that all Area Council Executive ensure there are no clashes between Regional Conferences / Area Council Meetings with State Council dates.



NSWPPA – working for Principals

Since the previous What's Hot in Week 9 Term 4 2011 the Executive and representative activities have included:

- ❖ Meeting with Minister re Pre-Schools
- ❖ Meeting with Minister re Assisted School Travel
- ❖ Every Student, Every School Initiative Steering Committee meetings
- ❖ Meetings with LSLD Steering Committee
- ❖ Organisation/ Presentation of Principal Induction course and attendance at dinner and receptions
- ❖ Meeting with National Partnership Student Disabilities Steering Committee
- ❖ Futures Alliance meetings focusing on LSLD
- ❖ Meetings with Chief Executive, Office of Education
- ❖ Meeting with Commonwealth Bank Officers re School Banking Program/ future promotions
- ❖ Meeting with incoming President of NSW Teachers Federation, Maurie Mulheron
- ❖ Meeting with President of AEU
- ❖ Meetings with NSWSPC senior executive
- ❖ Meeting with DD-G Workplace Management and Systems Improvement
- ❖ Meeting with DD-G Finance and Infrastructure
- ❖ ACARA Communications Working Group meeting
- ❖ Meeting with rel General Manager, Better Schools Program Office
- ❖ Web Filter Control Group Meetings
- ❖ Attendance at retirement of Executive Director of the Office of Director-General, Chris Ryan
- ❖ Attendance at retirement of President of the NSW Teachers Federation, Bob Lipscombe
- ❖ Responding to a variety of media enquiries on radio and in the print media on a variety of issues.

IN BRIEF

LEAP

Applications to be involved in the 2012 LEAP International Shadowing and Study Tour Program are due on 29 February 2012. Opportunities will exist to participate in this innovative and rapidly growing reciprocal billeting and hosting program with principals, superintendents and vice-principals from Toronto (Ontario) and Essex (UK). To find out more (or to complete an application form) visit the LEAP website www.aleap4principals.com.au or contact Warren Marks on 0412 049 637.

Primary Colours

Monica Ling, Corporate Events, Corporate Marketing Directorate has provided the following update regarding this year's Primary Colours initiative.

I have received expressions of interest from quite a few schools to be part of the Primary Colours 2012 program. I'm looking forward to receiving their artworks next month.

In December 2011 I paid a visit to Putney PS to take some photos of their Primary Colours Art Class. The students and teacher were very enthusiastic and I enjoyed kids throwing themselves into their works of art. Photos and a news article will be in the next edition of Side by Side magazine.

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<https://detwww.det.nsw.edu.au/news/sbs/primaryschool/yr2012/feb/primary-colours.htm>

We have also placed on the Primary Colours Web Site, a map of schools who have registered their interest in the program. If your school is interested you need to register soon as we require entries by March 19th, 2012.

https://detwww.det.nsw.edu.au/marketing/primary_colours/participating.htm

We look forward to receiving your entries.

Cheers,

Monica

Vale Geoff Chong Sun

I have just been informed that Geoff lost his battle with cancer overnight. Our thoughts go out to the family of Geoff, Principal of Villawood North PS and to all staff and students. He will be dearly missed.

Please remember to contact your Association, through either your local Area Primary Principals' Council President or State Executive members, if there are any matters with which we can provide support and assistance.

On behalf the Executive, Jackie Malecki, Jennie Fogarty, Steve McAlister, Desley Morgan, Grahame Morgan, Mark Pritchard, Will Randall, Geoff Scott, Phil Seymour and myself . . .

We hope the rest of term one is exciting and challenging for your students with a minimum number of 'challenges' for you.

Best Regards,

Jim

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