



AUSTRALIAN CATHOLIC PRIMARY PRINCIPALS' ASSOCIATION

2014 ANNUAL GENERAL MEETING

**SYDNEY NEW SOUTH WALES
TUESDAY 21 OCTOBER 2014**



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MAJOR SPONSORS



2014 EXECUTIVE



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SOUTH AUSTRALIA



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TOPICS EDITOR



FRANK HENNESSY
SPONSORSHIP



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EXECUTIVE ASSISTANT



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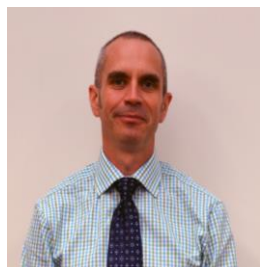
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JAMES DANAHER
TREASURER
WESTERN AUSTRALIA



GREG WARD*
WESTERN AUSTRALIA

*** ACPPA Executive Member on the APPA National Executive Council**



ANNUAL GENERAL MEETING

AGENDA

1. ACKNOWLEDGEMENT OF COUNTRY
2. PRAYER
3. APOLOGIES
4. ACKNOWLEDGEMENT OF SPONSORS & INVITED GUESTS
5. ACKNOWLEDGEMENT OF ACPPA NATIONAL EXECUTIVE 2014
6. MINUTES OF LAST AGM
7. BUSINESS ARISING FROM MINUTES
8. PRESIDENT'S REPORT *
9. TREASURER'S REPORT*
10. TOPICS *
11. SPONSORSHIP REPORTS*
12. STATE REPORTS*
13. GENERAL BUSINESS (*none notified*)

MINUTES OF THE 2013 ANNUAL GENERAL MEETING

Monday July 1, 2013

Bluewater Room –Cairns Pullman

PRESENT:

Dave Edwards, James Danaher, Brad Gaynor, Karen Pearce, Karyn Prior, Kevin Clancy, Julie King, Liz Keogh, Frank Hennessey, Ros Oates, Bernadette Morriss, John Vance, Mark Mowbray, Stu Kelly, Greg Ward, Jim Ireland, Kathy Neely, Maureen Dazpot, Allen McMahon, Martin Major, David Hunter, Roger Saulsman, Fran Italiano, Sue Fox, Peter Sell, Mark Williams, Rose Andre, Phil Tax, Warren Loy, Duncan Arendse, Suzanne Fern, Ellie McInnes, John Connors.

APOLOGIES:

Mike Asplin, Cameron Brown, Tim Emery, Mel Bolwell, Doug Hodgson, Marg Koeden, Carmine McGuire.

1. ACKNOWLEDGEMENT OF COUNTRY:

Dave Edwards acknowledged the land of the traditional owners upon which we are meeting today.

2. PRAYER:

Karen Pearce

3. WELCOME:

Dave Edwards welcomed all present and in particular thanked and acknowledged our sponsors Woods Furniture, MSP and Camp Australia. Their representatives were unable to attend our AGM today. Dave announced the recent signing of a new sponsor Nolan UDA/Autex. Information will soon be emailed to all members regarding this sponsor. Dave informed members that in keeping with a decision made at a recent executive meeting all AGM reports and the documentation supporting these reports are on the ACPPA website.

Dave acknowledged the links we have with other associations such as NCEC and ACARA as well as APPA. He said it's important to acknowledge that information gets out to our members regarding NAPLAN, curriculum, funding and the connection we have with NCEC. Our fees and levies support this work. Dave presented a diagram which showed the links our association has with APPA and the links we have with IPSHA and AGPPA. These links provide our strength and our common focus. Dave reiterated that ACPPA comes first as it's our responsibility to recognise actions and work in our own sectors. Dave acknowledged the work of Peggy Saab Immediate Past President of ACPPA and the input she had in supporting ACPPA. Dave displayed and talked to the Moral Agency Model which informs and supports the work of our association. The President's full report is tabled in the AGM Booklet, accessible on the ACPPA website.

4. MINUTES OF LAST AGM:

Tabled

5. BUSINESS ARISING FROM MINUTES:

There was no business arising.

Dave asked for the Minutes of the 2012 AGM to be accepted as a true and accurate record.

Motion: "That the minutes as tabled be accepted."

Moved: Duncan Arendse , Seconded: Julie King.

The motion was Carried

6. PRESIDENT'S REPORT:

President, Dave Edwards, tabled his report.

7. TREASURER'S REPORT:

Treasurer, James Danaher, tabled the 2012 financial report.

James spoke to his report. He outlined the 2012 finances income and expenditure figures and advised that the 2012 books are currently with an Auditor (letter of engagement has been received and will be uploaded to website). He acknowledged the contribution of our sponsors and importance of levies to support the work undertaken by ACPPA. James outlined the process which has been developed for 2013 and beyond supporting ongoing finance record management. James asked for the 2012 finances to be accepted as a true and accurate record.

Motion: "That the Financial Report, as tabled, be accepted."

Moved: Julie King, Seconded: Greg Ward.

The motion was Carried.

8. SPONSORSHIP REPORT

Frank Hennessy tabled the Sponsorship Report.

Dave thanked Frank for all the good work that he does in relation to our sponsorship. He acknowledged his valuable contribution in terms of his knowledge and relationship building with sponsors. Frank advised that the sponsorship of Nolan UDA is not shown in the 2012 report as it was only finalised on Friday June 28 2013.

9. TOPICS MAGAZINE REPORT: Tabled.

Kevin Clancy tabled the Topics Report.

Dave Edwards thanked Kevin for all the work he does in relation to the publication of Topics Magazine. Kevin asked that members continue to send him articles and photos about the good work being undertaken in their schools and communities.

10. STATE AND TERRITORY REPORTS:

A reports from each state and territory association was tabled.

Motion: "That the State and Territory Reports, as tabled, be accepted." Moved: Karen Pearce. Seconded: John Connors.

The motion was Carried.

11. GENERAL BUSINESS:

11.1 Constitution – Proposed Changes

Copies of the proposed changes to the constitution had been circulated to all member association 3 months prior.

Dave outlined these changes and the main change which is the change in our Membership.

Motion: “That the ACPPA Constitution be altered as per the changes notified to Associations and amended as under:

6.4A – replace *one* with *up to two*,

6.4B – replace the wording *Executive committee* with *Secretariat*,

6.4C – replace the current wording with *One nominee of each State/Territory will be identified by their State/Territory as their APPA NEC representative.*”

The motion was put:

FOR:

WA: 5 Votes NT: 5 Votes SA: 5 Votes TAS: 5 Votes VIC: 5 Votes

NSW: 5 Votes ACT: 5 Votes QLD: 5 Votes

AGAINST

Nil

The Motion was Carried.

11.2 Membership Levy

Dave Edwards outlined the need for our fees and how they are used to support the work of the representatives on the Executive Committee. Explanation was provided in relation to the importance of meeting the core expenses of our association with the membership fees that are collected. Sponsorship funds will then be able to be utilised to support the work of the President, research and new initiatives.

Motion: That the Member Association Levy be increased from \$20.00 in 2013 to \$80.00 per member in 2015; achieved by an increase of \$30 in 2014 to a levy of \$50.00 per member and \$30.00 in 2015 to \$80.00 per member, and that from 2016 the levy will increase by CPI each year.”

The motion was put.

FOR

WA: 5 votes NT: 5 votes SA: 5 votes TAS: 5 votes VIC: 5 votes

NSW: 5 votes QLD: 5 votes

AGAINST

ACT: 5 Votes

The motion was carried.

Dave thanked everyone for their attendance today.

Meeting closed: 9.35am.



PRESIDENT'S REPORT

Dave Edwards

The Australian Catholic Primary Principals' Association (ACPPA) is the national professional body of Catholic principals and leaders of primary schooling from around Australia. Our membership is inclusive of leaders from an extremely diverse range of schools, in respect to locality, structure, context and setting. It provides the forum for our collective voice to be clarified, confirmed and shared, allowing us have a voice in the development of national initiatives and to promote the work of Catholic primary principals and schools.

The work of our association brings together representatives from each of the state and territory Catholic primary principal organisations, to engage with matters that are currently a part of the national agenda and that are of importance to primary education. The National Executive is the key organisational structure that supports this work. It is made up of up to two nominated members from each State or Territory Catholic Principals' Association, one of whom will also be identified by their State/Territory as their Australian Primary Principals Association National Executive Council representative. Additional National Executive members include the TOPICS editor, our Sponsorship and Marketing Coordinator, our Executive Assistant and President. We gather four times a year, and for an additional short meeting and for our AGM leading up to the APPA Conference.

A major priority of our National Executive meetings earlier this year was the completion of a re-envisioned Strategic Plan to direct our work from 2014 through until 2016. This Plan then informed the development of ACPPA's Annual Plan 2014, which included those key aspects that were felt to be most important in respect to priority and timeline. The work flowing from the Annual Plan included developing positions to inform engagement with government and non-government agencies, developing a Matrix that supports comparisons across Australia in respect to key focuses such as conditions of work and school structures, revisiting the prime purpose of Principalship in Catholic primary schools and developing a communications plan that will promote engagement with our members across Australia.

All our deliberations continue to be guided by the *Moral Agency Model*, which calls for reflection on the moral purpose, professional purpose and public purpose of a matter; calling for broad consideration of the reality and impact of an initiative or action.

In addition to our National Executive meetings, in the past year Executive Members attended forums with political leaders, a range of politicians and participated in a range of forums focusing on curriculum, leadership and school operational matters with key government agencies, including ACARA and AITSL. The majority of our engagement with ACARA and AITSL occurred in partnership with the other peak primary leaders' associations AGPPA and IPSHA, through our membership of APPA. Key priorities when engaging with ACARA were addressing concerns in respect to NAPLAN being a high stakes testing system and the overcrowded curriculum for primary schools. In our engagement with AITSL priorities included the development of the Leadership Profiles for the *Australian Professional Standard for Principals* and the evaluation of the implementation of the *Australian Professional Standards for Teachers*. ACPPA National Executive members also continued to work with and within APPA in developing positions and submissions on a range of topics including initial teacher education and funding matters.

We engaged with other key Catholic education bodies; the National Catholic Education Commission, Catholic Secondary Principals' Association (CaSPA) and Catholic School Parents Australia (CSPA). This engagement focused on sharing our current work with each other, as well as how we are able to develop stronger partnerships to promote Catholic Education and leadership. We also contributed to a range of discussions with non-government agencies and universities. Our goal in doing so is to ensure a Catholic primary leaders perspective and a Catholic primary school reality is represented and articulated. When engaging in these forums and conversations we strive to maintain a strong focus on the diversity of needs of the students in our schools and the wellbeing and needs of principals. In concluding my report I would like to take this opportunity to share a few thank you's:

Thank you to the ACPPA National Executive for their commitment to the vision and purpose of *our* Association, and their passion, energy and endless hard work in raising the profile of ACPPA. Thereby ensuring that our voice is heard loud and clear on the national stage.

Thank you to the ACPPA Executive Assistant, Karyn Prior, who has worked with commitment and dedication to keep ACPPA operating effectively.

Thank you for the privilege of serving ACPPA as President, and representing Catholic school principals across Australia.

The support and collegiality of each other enables us to be effective principals in our schools. I encourage principals to be actively involved in diocesan, state and national associations to ensure our professional voices are heard clearly and prominently.

Nothing is beyond our reach if we work together – with passion, commitment and confidence.

Working together, the possibilities are endless.



TREASURER'S REPORT

James Danaher

This is the annual financial report for the Australian Catholic Primary Principal's Association for the 2013 year. A copy of the auditor's report as prepared by Galpins and Associates South Australia is attached to this report. Also attached is a copy of our Year to Date Income and Expenditure.

Income for 2013

Sponsorship

Camp Australia * ¹	\$22,500	
MSP Photography	\$25,000	
Woods Furniture	\$15,000	
Nolan UDA* ²	\$10,000	
Total	\$72,500	\$72,500
Affiliation Fees	\$26,520	\$26,520
Interest	\$ 584.32	\$ 584.32
Other	\$21,170.34	\$21,170.34
Total Income	\$120,774.66	\$120,774.66

Expenses for 2013

Combined Expenses	\$126,539.06	
Total Expenses	\$126,539.06	\$126,539.06
Loss *³	\$5,764.40	

Points of note

* 1 Camp Australia only paid \$22,500 in 2013 as they paid their first payment for the 2013 year of \$7,500 in late 2012

* 2 Nolan UDA new sponsor for 2013

* 3 If we had received the correct amount of money from Camp Australia in 2013 (\$30,000 and not \$22,7500) we would have had a surplus of \$1,735.60 rather than a loss

At the AGM in 2013 a motion was passed to increase the membership levy by \$30 and thus our financial position in 2014 is very sound. This has also been further enhanced by a new sponsor coming on board in 2014. In 2015 the membership fees will increase by another \$30 per member and there has also been an increase in sponsorship from our major sponsors MSP and Camp Australia. The extra funds will be directed towards supporting the role of the ACPPA President and for funding research projects to support all our members.

Thanks

- Thanks are expressed to our sponsors, their support is greatly appreciated. Thanks to Frank Hennessy for his wonderful ongoing commitment to working with our loyal sponsors. Thanks also to Kevin Clancy for his valuable contribution in producing an excellent publication - Topics which promotes our sponsors and engages our members. Please continue to support our sponsors whenever possible.
- Many thanks to our Executive Officer Karyn Prior whose work in keeping the accounts has been outstanding.

I present this report as a true and accurate record of our financial outcome for the 2013 reporting period. I now ask for this report to be accepted by our members.

STATE ASSOCIATION REPORTS



CATHOLIC PRIMARY PRINCIPALS ASSOCIATION WESTERN AUSTRALIA

James Danaher

The Catholic system in WA implemented a new leadership framework in 2014 with the Executive Director appointing six Directors as part of the restructure of the organisation of the Catholic Education Office with the aim of making the system more nimble and responsive to school needs. The challenge for the CPPAWA executive was to adjust the way we approached the building of relationships with the system leadership to have a thoughtful influence on the delivery of an authentic and empowering Catholic Education. While we continue to meet with the Executive Director the CPPA executive have also put in place a process to engage in conversations with the six Directors on an ongoing basis.

At the beginning of each year as part of setting the strategic directions of the Association a small number of projects are developed and committed to. This year the project work has focused on preparing a submission to a panel reviewing our Contract of Employment, contributing to a review of the Duties and Responsibilities of Principals, reviewing our communication systems, developing options for members to access preventative Health and Well Being programs and to significantly influence the system review of how our schools are funded.

In relation to the mental health of principals CPPA is proposing as part of the Contract of Employment negotiations an *ad hoc* committee be established to enquire into the incidence of psychological distress, depression and related mental and physical health problems experienced by Catholic primary principals in Western Australia. As part of this process it is being requested that there be a review of the effectiveness of existing and/or new strategies for dealing with such issues to minimise and limit the impact of psychological distress and related mental and physical problems in principals.

A work party set up by the Catholic Education Office in 2013 to review the system funding mechanisms and develop a new funding allocation model for the distribution of the Australian Government recurrent grant has been of pivotal importance for the association

in 2014. The work party is considering a per capita base plus loading approach for our Catholic primary schools in line with the Australian Education Act 2013 that provides a new approach for quantifying Australian Government Assistance on the base plus loadings model. The proposed model is a departure for our schools which have traditionally been funded on the staffing and cost based formula.

Our conference this year was conducted in Broome with Noël Pearson as our keynote presenter. The purpose of conducting the conference in the Kimberley region was to come to a better understanding of the school contexts in the area, explore ways in which we as an Association could build closer connections, provide support mechanisms for our colleagues working in this region, assist in developing outreach programs, establish partnerships to encourage secondments and establish a register of teachers to help with staffing options for Kimberley schools.



AUSTRALIAN CAPITAL TERRITORY CATHOLIC PRIMARY PRINCIPALS ASSOCIATION

John Vance

The ACT Catholic Primary Principals' Association has continued, through the 2014 school year, to respond collaboratively and proactively to the many and varied challenges facing education today. High on the agenda is the Australian Professional Standards for Teachers, Enterprise Agreement, Teacher Quality Institute, Collaborating on Student Achievements (COSA+) and Wellbeing and Mental Health.

Australian Professional Standards for Teachers

ACT Principals support a consistent approach to the implementation of the Australian Professional Standards for Teachers in the ACT. An implementation strategy outlines minimum expectations for all schools, principals and teachers to ensure consistency. Professional Conversations is also high on the agenda, with professional learning taking place to ensure all necessary requirements are met.

New Industrial Agreement

Foundations for Excellence is a combined NSW & ACT Catholic Systemic Schools approach to working collaboratively with school communities - teachers, support staff, school leaders and Diocesan staff. The education landscape in Australia is changing and an agreement has been drafted by Catholic Commission for Employment Relations so that schools can respond effectively to this change. A draft Enterprise Agreement which puts forward a range of ideas about how school systems can adapt to support staff in meeting the challenges of 21st century education. The proposed agreement has not been warmly received by the Independent Education Union, but the Catholic Education Office is committed to work collaboratively with all stakeholders.

Teacher Quality Institute

The ACT Teacher Quality Institute (TQI) continues to raise the standing of the teaching profession in the ACT and to strengthen the quality and sustainability of the teaching workforce. With teacher registration implemented successfully, the focus has been to accredit education courses for teachers, certify teachers against national professional standards and apply a code of professional practice for teachers in the ACT.

Cross Sectoral Forums

The ACT sector continues to gather leaders and teachers from all sectors (Government, Catholic & Independent) for regular cross sectoral meetings which provide opportunity for information sharing, collaboration and networking.

Collaborating on Student Achievement (COSA)

Collaborating on Student Achievement (COSA) is a systematic and organised change process to improve students' learning outcomes in numeracy and literacy. The model is about changing cultures and involves ACT principals, teachers, parents, communities and the CEO staff. Using a research base, COSA is about working together towards a shared vision. Teachers collaborate with a numeracy or literacy team to plan, explore, reflect and implement new practices aligned with the schools' strategic and implementation plans. The program is working successfully and will continue in 2015.

Wellbeing & Mental Health

2014 has seen the Catholic Education Office place great emphasis on staff wellbeing and mental health. A variety of courses aim to build strategies to successfully manage the performance of staff with psychological injuries and to better support mental health and wellbeing.



CATHOLIC PRINCIPALS ASSOCIATION of TASMANIA

Mark Workman

Catholic Principals' Association of Tasmania has been proactive and productive this past 12 months in supporting its members in initiating a number of developments and decisions brought forward into the school system and within the association. The year can also be noted as a year of change at system level.

The association was headed by Mrs. Anne Foale (Principal St James, Cygnet) after President Mr. Jim Ireland stepped aside having led the association for the past 3 years. Elected APPA rep was Mrs. Elizabeth McDougall and ACPPA Mr. Mark Workman. CPAT executive has been very well supported by the appointment of executive officer Mrs. Sarah Slade. CPAT acknowledged the wonderful contribution Sarah has made to the association by further extending her contract for an additional 12 months and increasing FTE to 0.4

Four new Principals joined the association (2 Primary, 2 Secondary) of 37 throughout the state. Newly arrived Archbishop Julian Porteous appointed Mr. John Mula (Director Diocese of Armidale NSW) in September as Director (commencing in January 2015) replacing Dr. Trish Hindmarsh who has served in this role since 2009. Dr. Sandra Harvey was appointed Head of Mission and Educational services, and Mr. Peter Douglas as Head of Educational Services North and North West.

The association secured sponsorship from Dance Fever, Multi-Sports, MSP Photography and Hear and Learn, making possible the introduction of an Emerging Leaders Scholarship (2 per year) for aspiring leaders supporting each in their development (\$1000-3000) with Professional Learning opportunities. The scholarship is named after Kate O'Driscoll (Former colleague who passed away in early April) The sponsorships also support the work of the executive officer, CPAT Fellowship Award, Principals Induction Program and spiritual retreats and conferences.

CPAT sub committee for Salary and Conditions (PECCs) has worked hard to bring about more favourable conditions for Principals, many of which are still being negotiated. These include; Salary scale to include and reward experience, salary maintenance beyond one year, extended contracts beyond the maximum of 10 years for an additional 4 years, negotiated the abolishing the 2 year probationary period for experienced Principals, now offering a 5 year + 5 year contract arrangement. Principals may now also take their renewal leave in two different periods of time in the one year. CPAT acknowledges the

contribution ACPPA has made to its bargaining position providing the association with Salary and Condition documents from each of the States/ Territories. This has been most beneficial and advantageous in planning negotiations.

The major system developments and projects include:

- Teacher & Principal Performance reviews using AITSL standards;
- Consolidation of the rolled out curriculum subjects of English, Maths, History, Science and Geography;
- Statewide student report formats; formative assessment;
- Catholic Identity and Culture projects;
- Literacy and Numeracy school projects (8 Principal places for PALLs);
- SWPBS projects;
- Variety of Leadership P.L. programs to support Teacher Performance with mentoring and coaching;
- Principals conference – R.E focus titled, “ New Wine in New Skins” 23/24 May in Hobart;
- National collection of data (SWD) with all schools involved.

The Enterprise bargaining for a new Agreement/Award continued all year between the CEO and union, which is now 18 months behind schedule. A couple of statewide stop work actions were undertaken in Term 2&3. Fair Work Commission has allowed for a ballot of all employees to determine the outcome. It requires a 50% vote plus one for the Agreement to be passed.



SOUTH AUSTRALIAN CATHOLIC PRIMARY PRINCIPALS ASSOCIATION (SACPPA)

Liz Keough

SACPPA is the professional association for the South Australian Catholic Primary Principals. The association includes Principals and Deputies and Heads of Junior Schools in catholic schools across the Dioceses of Adelaide and Port Pirie. We meet twice a term and hold an annual conference. Our meetings deal with organizational, industrial and educational issues affecting our schools. Our annual conference is designed to stimulate discussion, collaboration and challenge us to consider local, national and international research and innovations in Education.

2014 heralded the beginning of the single entry for Reception/Foundation students. In past years SA primary schools had a 2nd and 3rd enrolment with children who turned 5 during the year, with the 3rd enrolment adding to the start of the year class for the following year. With the introduction of the same start day most schools will see a decrease in enrolments that will take some years to recover. Whilst the new enrolment date came into practice at Catholic and DECD schools at the commencement of 2014 there are still some issues in regards to enrolment processes at Independent schools and the impact of this across the dioceses.

2014 has seen the introduction of a system wide application of a religious education assessment for Year 4's. Principals and Assistant Principal in Religious Identity and Mission (APRIM) have been involved in information sessions around the new Religious Literacy Assessment Tool (ReLAT) for Religion Education. ReLAT was undertaken across the schools in early September. The results of the assessment will be available to schools for their own discernment.

The SACPPA conference took place in September. Held in the Barossa Valley the conference had the theme of 'Learn, Unlearn, Relearn – schooling of tomorrow today'. The focus was on the current and future trends in education and society that will have a significant impact on our work as leaders over the next 10 years. The conference was facilitated by Dr Ken Boston AO. Mark Mc Crindle set the demographic scene for us as educators. Charles Burford challenged us as Catholic Educators to question the direction of some national education directions. Geoff Masters responded and walked us through the Continuous School

Improvement Tool and discussion surrounded the construction of the CESA school improvement tool. The importance of parent engagement was emphasized by Caz Bosch President of the Parents Council and challenges inherent in teacher training were addressed by Professor Geraldine Casterton from Uni SA. The conference enabled many discussions across and between speakers, regions, schools and dioceses in SA.

At the beginning of the 2014 year Catholic Education South Australia (CESA) launched the Continuous Improvement Framework for Catholic Schools. This framework has been widely accepted and Principals and leadership teams have begun to engage with the 9 domains contained within the framework. A series of workshops and seminars have been held over the course of the year. These have been led by Principal Consultants and Principals as the framework has been unpacked.

There are a number of schools, Primary, Secondary and R-12, involved in the Enhancing Catholic School Identity Project, with research and knowledge support from the Faculty of Theology of the Catholic University of Leuven (Belgium). This project seeks to provide a means by which school leaders might understand what is happening in their schools and the project lays a foundation upon which appropriate pastoral strategies might be devised and enacted.

Many of our schools are firmly focused on school improvement initiatives. Some schools have been able to use involvement in now completed National Partnerships to drive improvements. As a sector we have had involvement from Vic Zbar, Mark Treadwell, the Visible Learning team and Helen Timperley. These educational experts have worked with principals and leadership teams as well as teaching staff. Many schools have begun to use Literacy and Numeracy coaches with teachers trained in the skills and strategies required to support and challenge teachers to reflect on their own practice.

At the end of 2013 CESA was able to finalise enterprise bargaining for Catholic school staff and the Principals and Deputies also reached agreement. This concluded long running negotiations. A new enterprise agreement was approved just before the end of the school year.

A continued focus for professional learning for SACPPA has been the Australian Curriculum implementation and CESA focus of 're imagining childhood' an investigation of the Reggio Emilia philosophy and its subsequent implications to our work in schools.

In 2013 we welcomed Ms Brenda Keenan as Director of Catholic Education for the Diocese of Port Pirie. Brenda has spent the past months navigating the country roads as she familiarizes herself with the Diocese.

On September 10th 2014, Dr Paul Sharkey, Director of CESA, informed the community of his employment as Director of Religious Identity for the Melbourne Catholic Education Office. The area of Religious Identity is a particular passion for Paul. The process for the replacement of Dr Sharkey will commence in the next few weeks. We wish Dr Sharkey all the very best as he commences his new position in 2015.



NORTHERN TERRITORY
AUSTRALIAN CATHOLIC PRIMARY PRINCIPAL'S
Anthony Hockey

There are 17 Catholic Schools in the Northern Territory made up of 8 Primary, 4 Secondary, 4 T-12 Schools, 1 Flexible Learning Centre.

2014 has been a time for growth in Catholic Schools in The Northern Territory. Our schools cater to 5058 students, an increase of 250 in the past year. Catholic Schools continue to have a great reputation throughout the Northern Territory.

In our eight Primary Schools, four have new Principals and one a returning Principal. The trend of Principal turn over continues to bring challenges along with new energy and ideas. The Northern Territory is a very dynamic place to work.

This year the new Enterprise Bargaining Agreement (E.B.A.) is being negotiated with Principals with the help of the Mercer Group. Each school brings its own challenges due to the uniqueness of each school context from a school in the heart of the business district of Darwin to schools on remote tracks and islands. The E.B.A. considers a range of conditions when negotiating the salary package of Principals.

A new Humans Resources position at the Catholic Education Office has been a great support for Principals and staff across the system. This position has given Principals a valuable resource when dealing with staffing issues. The advice and guidance received is already being well implemented across the system.

This year, as part of an initiative to develop understandings of our various contexts, all Principals flew to Wurrumiyanga , Bathurst Island, to visit the Catholic School precinct that includes, Murrupurtiyanuwu Catholic Primary School and Xavier Catholic College. The opportunity has led to a greater understanding of life for a remote Principal.

The Principal group also went to East Timor to build capacity within the group and to build relationships with schools in Maliana Dioceses of Timor-Leste. In addition to Study Tour opportunities, the Principal group met at Lake Bennett, a conference centre 120 km from Darwin to plan and organise the trip. Part of this meeting was led by Bishop Eugene Hurley.

It was with sadness that our community fare-welled a much loved Bishop, Ted Collins. Bishop Ted as he was fondly known, was Bishop of the Northern Territory 1986 to 2007. His funeral at St Mary's Cathedral had many dignitaries and included hundreds of people, including Indigenous dancers adorned in traditional dress. Hundreds watched on a sunny dry season day and many students from across the Northern Territory formed a guard of honour as his coffin was taken into the Saint Mary's Cathedral crypt for burial. The coffin was adorned with cloth from the Tiwi Islands



**VICTORIAN CATHOLIC PRIMARY PRINCIPALS' COUNCIL –
INDEPENDENT EDUCATION UNION
VICTORIA/TASMANIA**

Ellie McGinness

Our Council is made up of Representatives and Assistant Representatives, from the 17 zones across the 4 Diocese in Victoria. Networking opportunities are offered for principals, as the IEU supports activities that give members formal and informal chances to meet. Regular Council meetings are held in Melbourne and each year a Regional Meeting is held in a country location.

The IEU Victoria Tasmania continues to support its principal members by:

- Having a full time designated Principal Officer, David Forbes.
- Providing advice and assistance on a range of issues for principals including:
 - Contracts,
 - Industrial matters,
 - Occupational Health/Safety, Work Cover.
- Supporting *The Teachers Learning Network* (TLN), which is jointly funded by the IEUVicTas and offers Principals a range of professional development opportunities.
- Inviting active participation in the IEU Victoria Tasmania, through Principals' Council, Principal's Executive and Committee of Management.
- Preparation of submissions and responses to a range of issues at the Government and local system level.

The IEU also maintains affiliation with and representation on:

- The Australian Primary Principals association (APPA),
- The Australian Catholic Primary Principals Association (ACPPA),
- Principals Australia Institute (PAI) and
- The IEU Victoria Tasmania Education Committee.

During the past year, areas of development have included:

- Industrial: The IEU continues to work with members regarding implementing the new agreement.
- Health Well Being: Philip Reilly was the guest speaker at the Principals' Council Regional Meeting. He spoke on the topic of the Psychologically Healthy Workplace and Self Care. The IEU continues to promote the wellbeing study and is pleased it is now in its fourth year.
- Safe School Communities: Occupational Violence has a profound negative affect on those who experience such behaviours. The IEU has been working with the CECV to draft a policy supporting Principals who are faced with dealing with such issues. Our Members look forward to a roll out of this policy and the opportunity to participate in training.
- Victorian Election: The IEU is campaigning to seek commitments from politicians on the delivery of education in Victoria. Some issues that are part of the campaign are:
 - reform of the Equal Opportunity Act,
 - continued indexation of non- government school funding,
 - additional funding for special needs students,
 - no performance pay,
 - improved funding for TAFE and VCAL courses.
- John Laing Award: Congratulations to Justin Lloyd, Principal of Holy Rosary White Hills who will receive the John Laing Award on behalf of Victorian Catholic Primary Principals.

The IEU Victoria Tasmania will continue to work with and support principal members in their complex leadership role.



QUEENSLAND CATHOLIC PRIMARY PRINCIPALS ASSOCIATION

Donough Shirley

The Queensland Association is made up of representative from our five dioceses, Cairns, Townsville, Rockhampton, Toowoomba and Brisbane. Networking opportunities are offered at a diocesan level and issues are then funnelled to the QCPPA that meets four times a year. Efforts are made to ensure that two of these meetings are face to face and two are via teleconference. We feel that the face to face meetings bring a better clarity and understanding as well as a depth of discussion.

Over the last twelve months, under the guidance of the Executive Committee, we have worked with and discussed the many educational directions of both State and Federal Governments. The introduction and roll out of ACARA has been a major focus across the state with different dioceses coming on board at different times. The area of high stakes testing, mainly NAPLAN, as well as discussions on funding, have been at the centre of our considerations.

Our state conference, *"Positive Thinking Leads to Positive Outcomes"* was held in Brisbane in April leading up to Easter. This was a most successful conference and organisers received much positive feedback from many of the delegates. Congratulations go to Steve Montgomery and his committee on a job well done. The key note speakers were Rachael Robertson, Brendan Spillane and Dr Phil Jauncey. We also thank Frank Hennessy our Executive Officer for the work done and his continued work with sponsorship. In 2016 the State Conference will be organised by representatives from the Toowoomba Diocese.

The AGM for the Queensland Catholic Primary Principal's Association was held at this time and election of officers took place as per custom of rotation. Max Martin was elected President, Karen Pearce vice-President and Jamie Emerick accepted the position of Secretary / Treasurer. Donough Shirley (Toowoomba diocese) is the QCPPA member on ACPA and Karen Pearce (Townsville diocese) is the QCPPA member on APPA.

We thank Karen Pearce and Michael Colahan for their time on the executive.



ASSOCIATION OF CATHOLIC SCHOOL PRINCIPALS NEW SOUTH WALES

Julie King

The new Enterprise Agreement is still under negotiation. This Enterprise Agreement, for the first time, is to include all eleven dioceses. Some of the issues under discussion are:

- More staff to receive allowances and release time because there is no cap on the number of staff who will receive Highly Accomplished or Lead Teacher allowances, either per school or per diocese.
- Dioceses are looking at a new way of recognising our leaders in schools, new models of leadership and freeing up Assistant Principals to be 'leaders of learning'.
- Alignment of salaries to the standards. This has already been agreed to in the NSW State schools.
- 15 days per annum of uncapped combined Sick Leave/Personal Carer's Leave. There will be a reduction of Sick Leave from 25 to 15 days per year, but this is compensated for by the provision of uncapped accrual over the period of employment

A revised constitution has been ratified and replaces the previous constitution. The revised constitution places emphasis on communication between all dioceses and strategic leadership progression.

The planning for the ACSP 2015 conference for 28th and 29th May in Dubbo by Bathurst Diocese is well under way and is already looking to be a very good conference. Yong Zhao, Dean Fink and Valerie Hannan have been secured as Keynotes and Quentin Bryce is yet to be secured.

Optimising Communication with all Dioceses in NSW has been a strategic priority this year. All Diocesan Chairs not represented on ACSP Executive are attending ACSP executive meetings which has made a big difference to communication channels. Sponsorship funds are used for accommodation and transport for each of the diocesan chairs or their representative. The night prior to the AGM all diocesan chairs and ACSP executive are invited to dinner with the sponsors. This has proven to be very successful.

A Visioning process has begun with a view to the development of a clear and concise vision and mission statement as well as the development of a Strategic Plan and an Annual Plan. This will ensure clear direction and accountability for the Association



SPONSORSHIP

Frank Hennessy

There have been some additions in the Sponsorship and Marketing area in the past twelve months. I am pleased to announce that Nolan.UDA/Autex has joined us along with Parentingideas Schools as Major Sponsors. Also, School Stream Pty Ltd (School Stream) has joined us as a Communication Partner.

Along with the above, we have our two Corporate Partners, MSP Photography and Camp Australia and our long time Major Sponsor, Woods Educational Furniture.

The advertisers in TOPICS have been reasonably constant over the past few years although this year we have some new Advertisers, Frontrow Australia (formerly Phonic Ear), School Seconds, Yoga to Go Kids, and Tristars Sporting Surfaces. If you get a chance, please contact our advertisers including our new ones. They along with our Corporate Partners and our Sponsors support ACPPA financially so I ask you, our Principals, to support them whenever you get the opportunity.

We presently have the following Corporate Partners and Sponsors.

MSP Photography	Corporate Partner	(commenced 1 October 2003)
Camp Australia	Corporate Partner	(commenced 1 Sept 2011)
Woods Educational Furniture	Major Sponsor	(commenced 1 July 2003)
NolanUDA/Autex	Major Sponsor	(commenced 1 July 2013)
Parentingideas Schools	Major Sponsor	(commenced 1 Sept 2014)
School Stream Pty Ltd	Communication Partner	(commenced 31 March 2014)

The advertisers contracted to TOPICS for 2014 are:

- M.S.P. Photography
- Programmed Property Services
- Scholastic Australia
- Sun Shade Australia
- Switch Education Recruitment
- Tristar Sporting Surfaces
- Woods Educational Furniture Pty Ltd
- Camp Australia

- Nolan.UDA/Autex
- Educational Experience Australia
- Frontrow Australia
- Yoga To Go Kids
- School Seconds
- Australian Catholic Superannuation and Retirement Fund

Currently we have

11 half-page advertisements

2 x full-page advertisements: MSP Photography and Camp Australia

1 x double centre-page advertisement: Woods Educational Furniture

Inserts in Topics are \$800 per edition. Inserts are a very handy form of income for TOPICS so if anyone is aware of a friend or a company looking to use this facility please contact me.

I encourage all Principals to support our sponsors and advertisers whenever possible.



TOPICS
Kevin Clancy
Editor

ACPPA can be justifiably proud of its quarterly journal, TOPICS, an acronym for Talk Of Principals In Catholic Schools was born as a healthy offspring of the formation of the ACPPA in 1984, with a bumper edition of 83 pages, produced thanks to the creative mind of Dennis Sleight and the Principals of the Australian Capital Territory. While it's birth was momentous it suffered a somewhat uncertain childhood, disappearing for a year or so, and then reappearing in new regalia and with a new editorial team, only to fade away under the relentless pressure of not enough time.

Then in 1990 it reappeared under the Editorship of one of the legends of ACPPA, Jim Smith of Western Australia. To quote the opening sentence from that edition Jim wrote, "Like Halley's Comet bursting onto the night sky after a long absence, so once more TOPICS has arrived to blaze a trail across Principal's desks throughout Australia." And since that time, four times a year, Topics has indeed crossed the desk of every Principal in catholic Primary Schools in Australia, and hopefully, the desk of the Primary leader of all the Colleges that have primary year levels. Whether it "blazes" is up to you to say.

What can be said, with all honesty, is that TOPICS has developed into a prestigious publication, valued by Principals in schools for the professionalism of its content and valued by many in the educational arena outside of schools as a significant vehicle they can use to get their message direct to the coalface.

We need TOPICS most desperately. One of the unfortunate facts about life in our today's world is the trend to look for scapegoats when things do not go as well as they should. And all too often, it is schools and the education they provide that become the fall guys for others not willing to accept some responsibility for matters that fall into their own ambit. Children are running up huge mobile phone bills because schools do not teach financial management. Children are overweight and obese because schools do not teach correct nutritional and life-style habits. Children are rude and inconsiderate of adults on public transport because schools no longer teach manners. And children cannot spell, use grammar, recite the multiplication tables or do long division like they could in the good old days. (I haven't used long division for 30 or more year)

TOPICS is one of the vehicles that we have at our disposal to spread the good news that all is NOT lost. In fact all is in better shape than it ever was. It is just that the 'all' is a different 'all' to what it was in the good old days. We need to tell our stories about the fantastic things we and our teachers are doing in our schools. And we need to be loud and proud about it. In a busy life finding an hour to sit down and write about something that has been a highlight in our school, is a big ask. But we need to do just that.

Write your story. Share your triumphs. Shout your good news from the roof-tops. Your story may well kick-start another principal in some far-flung part of the country, to try something similar. This is what collegiality is about.

Finally I must acknowledge the companies who advertise their products in TOPICS. Without them TOPICS would cease to exist. That's a fact and should be remembered! If undertaking any project that involves the product of our advertisers, it is critical, even mandatory, that you give them a chance to quote their services.

ACPPA HISTORY

1979: The First Meeting

A meeting of Catholic Primary Principals from all states was held in Simonds Hall, Toorak, Melbourne from 2.00 p.m. to 9.40 p.m. on 26 September, 1979. A welcome was extended by Allan Dooley, President of the Victorian Parish Principals Representative Council. The meeting was organised by Mr Michael Riley.

Mr Vin Faulkner and Mr Jim McKenna, consultants from the Victorian Catholic Education Office gave an overview of the functions and role of principals for the eighties. Representatives from all States, were asked to speak on the topic, "Security of Tenure". This topic highlighted the many different employment contracts and conditions which existed across Australia, as well as often within one single Diocese.

Other topics discussed were:

- Development of Schools in the Northern Territory.
- Leadership Development Programs led by Sr Eileen Creagh
- The Teacher in the Catholic School presented by Br Anthony Shears.

This meeting was considered very valuable as a first gathering of Catholic Primary Principals on a national level, but it was also thought to be far too short.

It was unanimously felt that the first Conference of the Catholic Principals was successful but had been too short and that a Conference of one whole day, if not two days input, prior to the APPA conference should be held. It was also felt that there should be far more liaison and communication between the Catholic Systems throughout Australia.

(Report of Meeting of Catholic Primary Principals, 26 September, 1979.)

1982: The First Conference

Victorian Parish Principals Representatives organised a formal conference in July prior to the APPA Conference in Launceston, Tasmania. There were representatives from Western Australia, Australian Capital Territory, New South Wales, (Sydney diocese) South Australia, Northern Territory, Queensland (Yeppoon and Brisbane Archdiocese) and Victoria (all Diocese).

Following the Conference Sr Marlene Monahan wrote to all States and Territory organisations:

During last year's APPA stopover Catholic Conference in Melbourne, a proposal to establish a National Catholic Primary Principals' Association was discussed. As a result of the discussion, it was agreed that the Victorian group would provide a discussion paper, circulate it to all Catholic associations during early 1983 and take up the discussion again at the 1983 conference.

(Sr Marlene Monahan. 4 March 1983)

The discussion paper dealt with issues impinging upon a National Association:

- Geography - the Diocesan model within states. How could a national body represent the many existing groups.
- Distance - the difficulties of communication and travel.
- Finance - questions and options for funding a national body.
- Meetings - recommending they be held before the APPA conference each year.
- NCEC - its role and relationship with a national body.
- Diversity - should a national body work towards a uniform set of conditions of employment for principals?
- Executive - how could such a body work.
- Role of the CEO - the possible attitude of Directors to such a body, the likely support they would give to state associations, and the possibility of funding and release time for principals to attend conferences.

Catholic Education and Political Issues - It would seem apparent that issues involving Catholic Education would arise in the future. At present, despite the existence of a National Catholic Education Commission, few definitive statements are made by Catholic educators on moral and social issues. Occasionally bishops or priest make headlines as individuals but little press of a collective nature is ever obtained.

Some concluding thoughts - Catholic Primary Education has evolved quite dramatically over the past ten years. Increased government funding, emphasis on the training of Catholic teachers, increased accountability, fluctuating enrolments, diverse employment criteria together with many complex social, moral, religious and economic issues have led to the establishment of an Australian network of Catholic Schools.

It would seem apparent that the viability and strength of this network is partly dependent on an exchange of ideas and information at the grass roots level. There is little doubt that some form of national Catholic Primary Principals' Association is desirable.

(Jeff Somers: A Discussion Paper. 23 November, 1982.
Establishment of a National Catholic Primary Principals' Association)

THE INAUGURAL CONFERENCE

The first official conference was held at Marist College, Ashgrove, Brisbane, from 27 to 29 June, 1984. 109 principals attended representing every State and Territory in Australia. All Directors of Catholic Education supported the formation of State or Diocesan Associations. At the Inaugural Meeting held on 28 June, the name Australian Catholic Primary Principals' Association was formally adopted along with the ACPPA Logo and the ACPPA Constitution.

The Conference was facilitated by Kevin Treston, who presented three sessions:

- A New Time - A New Vision;
- The Leader and Pastoral Care;
- Teacher Models of Ministry and Industry.

ACPPA LOGO

The ACPPA Logo was unveiled at the Brisbane Conference in 1984.

The map of Australia surrounds the initials of the proposed association. This was incorporated into the cross signifying clearly the Catholicity of the Association.

As Principals ought to be a leading force in the schools, the Association should be a leading light in the field of Education in Australia. This is signified by the Christmas star.

Inaugural Conference Book. 1984.

TOPICS

The first edition to topics was printed in June 1984, edited by Dennis Sleight, and contained articles written by Principals from the Australian Capital Territory. It was 83 pages long.

Articles included:

Have a Real Vision
Remedial Reading and Parent Support
Education and Change
Staff Development in a Catholic School
Environmental Learning Networks
Save Yourself – Involve Others

John Doherty
Sr M Magdalen
Elizabeth Ricketts
Joy Bresser
Evelyn Rollings
Dennis Sleight

OPENING ADDRESS TO THE INAUGURAL CONFERENCE

The Opening Address to the First National Conference of ACPPA was delivered by Mr Alan Druery, Director, Queensland Catholic Education Office. The following are excerpts from that address.

The organisers of this conference are certainly to be commended on their positive and timely initiative. The difficulties involved in organising conferences of this kind are enormous. The logistical aspects of the exercise would not differ greatly from those involved in convening a conference of principals from eight or nine European countries. The geographical problems are, if anything, greater, the language problems are - as you may discover over the next few days - less severe but in some ways just as real - and the cultural differences are, or will be, readily obvious.

.....this is the moment in history for a clear identity for the Catholic school sector.

....the attitudes of militant Union leaders in some parts of Australia; the tension generated for schools by the pressure of family break-downs; the complexity and rapidity of curriculum change; and the difficulty of constantly having to fit more and more into an ever-shrinking school day and you must agree with my view that your conference is timely. At the moment, perhaps more than ever before, you will need the support you will draw from each other at the formal and informal sessions of the next few days.

It is true that in today's world, too much is expected of schools. For every new social ill that emerges, the world not unnaturally, looks for an education solution. During

your conference, and into the future, you may have to consider the extent to which the school is responsible, or can be held responsible for the solutions to societal problems. It is appropriate for an association like yours to have views - and public views -on these issues.

.....the National Catholic Education Commission has invited State Catholic Education Commissions to indicate their attitude towards your association's use of the work "Catholic" in your title.Queensland has endorsed the proposed use without reservation. If you are encouraged by our confidence, you will also be conscious of the awesome responsibility it imposes on you.

.. ...you have already accepted the challenge to become principals, and beyond that, the principal of a Catholic school. Catholic Education Office Directors will come and go but their administrative decisions will have little immediate impact on the individual child in a particular school. They have their place in the scheme of things and we can only hope they will remember it. Your own impact is quite different. It is immediate, significant, real and absolutely critical to the wellbeing of the children in your care. To them, and to their parents, you are Catholic education personified.

A E Druery. 28.6.84.