



# **AUSTRALIAN CATHOLIC PRIMARY PRINCIPALS' ASSOCIATION**

**2015 ANNUAL GENERAL MEETING**

**HOBART TASMANIA  
TUESDAY 15 SEPTEMBER 2015**



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**DAVE EDWARDS**  
PRESIDENT  
SOUTH AUSTRALIA



**KEVIN CLANCY**  
TOPICS EDITOR



**FRANK HENNESSY**  
SPONSORSHIP



**KARYN PRIOR**  
EXECUTIVE ASSISTANT



**JOHN VANCE**  
AUSTRALIAN CAPITAL  
TERRITORY



**BRAD GAYNOR \***  
AUSTRALIAN CAPITAL  
TERRITORY



**JULIE KING**  
NEW SOUTH WALES



**MARK MOWBRAY\***  
Deputy President  
NEW SOUTH WALES



**ANTHONY HOCKEY**  
NORTHERN TERRITORY



**MEL BOLWELL\***  
NORTHERN TERRITORY



**DONAUGH SHIRLEY**  
QUEENSLAND



**KAREN PEARCE\***  
QUEENSLAND



**LIZ KEOUGH**  
SOUTH AUSTRALIA



**ROS OATES\***  
SOUTH AUSTRALIA



**JOY MATER**  
TASMANIA



**ELIZABETH McDOUGALL\***  
TASMANIA



**ELLIE MCGINNESS\***  
VICTORIA



**TONY FALLS**  
VICTORIA



**JAMES DANAHER**  
TREASURER  
WESTERN AUSTRALIA



**MARK DE KLUYVER\***  
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 2015
6. MINUTES OF LAST AGM
7. BUSINESS ARISING FROM MINUTES
8. PRESIDENT'S REPORT \*
9. TREASURER'S REPORT\*
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11. SPONSORSHIP AND MARKETING REPORT\*
12. STATE REPORTS\*
13. GENERAL BUSINESS

\*Written reports as tabled in this booklet



## **MINUTES OF ACPPA AGM MEETING**

### **Sofitel Wentworth Hotel Sydney NSW**

### **21 October 2014**

#### **Present:**

Dave Edwards, Kevin Clancy, Karyn Prior, Brad Clarke, John Cuthbert, Greg Lane, Mark Williams, Duncan Arendse, David Forbes, Chris Robarts, Therese Bandy, Sue Fox, Fran Italiano, Laurie Bechelli, Allen McMahon, Ben Doyle, Mark Mowbray, Julie King, Ellie McGinness, Elizabeth McDougall, Melanie Bolwell, Margaret Williamson, Peter Panizza, Mark de Kluyver, Tim Emery, Greg Ward, John Vance, Gerard Hegenton, Maureen Doezipot, Brad Gaynor.

#### **Apologies:**

Liz Keogh, Karen Pearce, Frank Hennessy, Donaugh Shirley, Anthony Hockey, Joy Matar.

#### **Acknowledgement of Country:**

President, Dave Edwards, acknowledged the land of the traditional owners upon which the meeting was being held

#### **Prayer:**

Mel Bolwell led the prayer, *Dream Big*

#### **Welcome:**

President, Dave Edwards welcomed all present. He extended a special welcome to Brad Clarke and John Cuthbert from our sponsor, Nolan/UDA, and thanked them for their on-going support.

#### **Minutes of Last AGM:**

Moved Greg Lane and Seconded Elizabeth McDougall: "That the minutes of the 2014 AGM be accepted as printed in the Conference Book"

The motion was carried.

#### **Business Arising from Minutes:**

There was no business arising from the minutes.

#### **Presidents Report:**

In presenting his tabled report included in the Conference Booklet, President, Dave Edwards, spoke to the following points:

- The different organisations with which ACPPA associate and how they link with ACPPA.
- The Moral Agency Model that forms the basis upon which all Executive discussion and decision making is based. .

- The three-year strategic plan, and the Annual Plan that was developed from the Strategic Plan and the communication plan to ensure all members are kept informed.

Dave thanked Mark Mowbray, Deputy President ACPPA, the executive committee members and the Executive Assistant, Karyn Prior, for their support and their ongoing work.

The President's Report, as tabled, was accepted.

#### **Treasurer's Report:**

Treasurer, James Danaher, tabled the finance report for the 2013 year, as audited and as printed in the Conference Book and Emailed to members the previous. He asked that this report be accepted. Moved Tim Emery Seconded Greg Lane: That the Financial Report for the 2013 year be accepted."

The motion was carried.

James Danaher noted that the finances for the 2014 year to date were in a healthy state as a result of the increase in the association subscriptions and the level of sponsorship.

#### **Topics Report:**

Kevin Clancy tabled the TOPICS report as printed in the Conference Book.

#### **Sponsorship Report:**

Frank Hennessy tabled the Sponsorship Report as printed in the Conference Book.

#### **State Reports:**

The State Reports, as printed in the Conference Book were tabled and accepted.

#### **General Business**

1. Dave Edwards advised that ACPPA executive meeting held in September, Mark Mowbray was elected as Deputy President and Dave Edwards elected as President.
2. Tim Emery asked about the timing of the APPA 2014 conference and if there is any talk of bringing the conference date back to where it used to be? Dave Edwards advised that NSW always have their conference at this time of year therefore they chose to have the APPA conference at this time. ACPPA representatives had advised that this was not ideal timing for other States and Territories. Dave suggested that members highlight the preference for their dates in their conference feedback.
3. Dave Edwards outlined the structure and venues for the Mass and social function to be held Thursday evening and reiterated that all members and sponsors are very welcome to attend.

**Meeting closed 1.15pm**





## **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 to 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 two nominated members from each State or Territory Catholic Primary Principals' Association, one of whom will also be identified by their State/Territory as their Australian Primary Principals' Association National Advisory Council representative. Additional National Executive members include the TOPICS editor, our Sponsorship and Marketing Coordinator, our Executive Officer and President. We gather four times a year and for an additional short meeting prior to our Annual General Meeting in the lead up to the APPA Conference.

Over the last 12 months the key new focus of our work has been the completion of our Principal Wellbeing Research Project in partnership with Camp Australia. This included initial planning, development of our survey, managing the process of engagement and completion of the survey by members, interpretation of the data, the identification of Key Findings and the development of Recommendations. The final report will be released following the conclusion of our 2015 Annual General Meeting. I commend this report to you and encourage engagement with the findings and recommendations to assist in the promotion of Principal Wellbeing.

Another major priority of our meetings earlier this year was the review of our Core Work as an Association. To support this focus, for the first time the National Executive participated in a retreat weekend to assist us in responding to the Vision and Mission of ACPPA. This experience then informed the annual review of our 2014-16 Strategic Plan and our Annual Plan for 2015-16. These documents are available on our webpage:

[www.acppa.catholic.edu.au](http://www.acppa.catholic.edu.au)

The work connected to our priorities continues 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.

Drawn from our Annual Plan, we have undertaken work in a diversity of domains.

One of these, and another first for ACPPA, has been the consolidation of ongoing connections with principals' associations and schooling systems in other regional countries. This has included engagement with the New Zealand Catholic Primary Principals' Association. Through sharing the reality of our roles, schools and systems with each other, we have been exposed to the reality of new possibilities and options for moving forward in stronger ways. This exchange of information has supported our responses to many initiatives when working with various government and Catholic organisations.

The second of our connections began with engagement with the Academy of Principals in Singapore. With their support, and the support of the Asia Education Foundation and AITSL, ACPPA have developed a Learning Program for Catholic Primary School Leaders to develop deeper understandings of the Singapore education system, and how these learnings can support development in your school, cluster and system. Expressions of interest for this program will be sought early in Term 4 of 2015.

Key topics of focus within Catholic education included Funding, Parent Engagement and support for Students with a Disability. When undertaking this work we connected with other key Catholic education bodies; the National Catholic Education Commission, Catholic School Parents Australia (CSPA) and the Catholic Secondary Principals' Association (CaSPA). This engagement focused on sharing current views and priorities with each other, as well as how in targeted areas we are able to develop initiatives in partnership.

The work undertaken in these areas of focus on many occasions fed into the work being undertaken in partnership with principals from all three school sectors meeting as the Australian Primary Principals' Association. Where there was agreement of priorities and actions the strength of voice from us collectively added to our advocacy.

During the past year we continued to engage with AITSL and ACARA on particular projects and aspects of their work. With AITSL this work included the finalisation of the Principal Profiles and the development of what a successful Principal Preparation program would include. In addition to these we have spent considerable time focused on aspects connected to Initial Teacher Education. Involvement in various activities connected to the Reducing, Rebalancing and Redesigning the Australian Curriculum was the major focus of our energies associated with the work of ACARA. In more recent months we have also spent time discussing the planned move by ACARA for students to undertake NAPLAN testing online.

An additional aspect of our advocacy is our ongoing engagement with Federal Government Members of Parliament and Senators from various political parties. Our discussions focus on a diversity of topics associated with current processes and programs, as well as possibilities for the future. 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 leader's 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 say thank you to the following:

Thank you to the ACPPA National Executive for their commitment to the vision and purpose of our Association for 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 Officer, Karyn Prior, who has worked with commitment and dedication to keep ACPPA operating effectively.

Thank you to our Corporate Partners, MSP Photography and Camp Australia, our Sponsors, Woods Furniture, Parenting Ideas Schools and Nolan.UDA, and our Communications Partner, School Stream. These companies assist the operations of our association through financial support and the provision of services and advice. Without this support our Association would not be able to operate and advocate for Catholic Primary School Principals in the manner we currently do. We are extremely grateful for these ongoing partnerships.

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

Support and collegiality are key factors in enabling 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. And just as importantly, this engagement assists our positive wellbeing.

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**

### 2014 Finance Year

This is the annual financial report for the Australian Catholic Primary Principal's Association for the 2014 year.

#### **INCOME for 2014**

##### **Sponsorship**

Camp Australia	\$30,000
MSP Photography	\$25,000
Woods Furniture	\$15,000
Nolan UDA	\$10,000
Parenting Ideas Schools*	\$12,500

<b>TOTAL</b>	<b>\$92,500.00</b>
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<b>Affiliation Fees<sup>#</sup></b>	<b>\$60,150.00</b>
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<b>Interest</b>	<b>\$852.72</b>
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<b>AITSL/APPA Reimbursement</b>	<b>\$3,558.31</b>
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<b>ICP Seeding Reimbursement</b>	<b>\$13,405.06</b>
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<b>TOTAL INCOME</b>	<b>\$170,466.09</b>
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#### **EXPENSES for 2014**

Conferences and Meetings	\$69,252.11
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General Operations	\$45,351.95
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APPA Conference	\$11,556.46
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Targeted expenses	\$26,222.17
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(Includes President and Professional Learning and Marketing/Publicity costs)

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<b>TOTAL EXPENDITURE</b>	<b>\$152,382.69</b>
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<b>Surplus</b>	<b>\$18,083.40</b>
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<b>Cash at hand 31<sup>st</sup> December 2014</b>	<b>\$42,790.96</b>
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## **POINTS of NOTE**

\*New sponsor: Parenting Ideas Schools joined as a sponsor for the first time in 2014.

# At the AGM in 2013 a motion was passed to increase the membership levy by \$30 per member in 2014, and a further \$30 in 2015.

Our financial position at the end of 2014 was very sound. While our planned expenditure has increased, we were still able to achieve a surplus for 2014. Please note that our two greatest expenses relate to the ACPPA meetings and the cost of providing support for our President. These expenses enable ACPPA to complete its work and fulfil its charter.

## **AUDIT REPORT**

A copy of the auditor's report on our 2014 Finances, prepared by Galpins and Associates, South Australia, was tabled at the AGM. The report included 26 statements in respect to 18 procedures performed. 24 of these statements affirmed positive practices and accurate recording. In 2 statements our auditors suggested practices to further enhance our financial operating procedures:

- while all payments checked agreed to supporting documentation and payments agreed to bank statements, we need to enhance our sign off arrangements for Visa transactions, making sure the cardholder and the processor both sign off the process and
- while there is an email trail of approvals for reimbursements, we also need to have the processing documents signed off as well.

## **2015 APPROVED BUDGET**

### **POINTS of NOTE**

\* Total Sponsorship income increased following the renegotiation and continuation of Sponsor Agreements.

# In 2015 our membership fees increased by \$30 per member for the second year, as per the AGM motion of 2013. These extra funds are being directed towards supporting the role of the ACPPA President and the general workings of our association.

## 2015 BUDGET

### INCOME for 2015

#### Sponsorship

Camp Australia	\$30,000	
MSP Photography	\$30,000	
Woods Furniture	\$15,000	
Nolan UDA	\$10,000	
Parenting Ideas Schools	\$12,500	
<b>TOTAL*</b>		\$97,500.00

**Affiliation Fees<sup>#</sup>** \$96,240.00

**Interest** \$500.00

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**TOTAL INCOME** **\$194,240.00**

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### EXPENSES for 2014

Conferences and Meetings \$75,150.00

General Operations \$44,300.00

APPA Conference \$20,000.00

Targeted expenses \$52,700.00

(Includes President and Professional Learning  
and Marketing/Publicity costs)

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**Total Expenses** **\$192,150.00**

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**Surplus** **\$2,090.00**

### NOTES of THANKS

- Please continue to support our sponsors as they are our major source of income, and without their support it would be difficult for ACPPA to achieve its goals as set out in the Strategic Plan. You can continue to support our sponsors by giving them the opportunity to quote for either their products or their services.
- Thanks to Frank Hennessy and Kevin Clancy for their support and ongoing commitment to working with our loyal sponsors and our Association.
- Special thanks to Karyn Prior our Executive Officer. Karyn does all the hard work behind the scenes in managing and preparing the Association accounts to an exceptional standard. Thanks Karyn.

I present this report as a true and accurate record of our financial outcome for the 2014 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**

#### **Review of CPPA WA Strategic Plan:**

Three key outcomes came out of the review:

- o Need to focus on 'Our Class' – 'Our Principals'
- o Focus on CEWA matters that pertain to 'Our Class'
- o Continue to develop an empathy within CEWA Leaders for the principals and their work

#### **Alignment:**

This year we once again aligned Executive members with the six Directors and the Executive Director that make up the management structure of CEWA as a way of enhancing the relationship between both bodies. Please note the change from Catholic Education Office, CEO, to CEWA, Catholic Education Western Australia.

#### **Breakthrough Coach:**

Malachi Pancoast presented the Breakthrough Coach to 30 principals over two days. The course was extremely well received. There is an appetite to run the course again in 2016.

#### **Funding Allocation Model (FAM):**

For the past two years a working party has been reviewing how funding can be best distributed to schools in WA. It recommended that funding should be based on a 'Base' and 'Loading' model similar to that in the Gonski model. CECWA accepted the recommendation of the working party and the new model will be introduced to all schools in 2016. For primary schools this means we move to a 'per capita' model of funding for the first time.

**Working Parties:**

The recommendations and implementation of two working parties could have a major impact on the role of our members.

- o Principal Contracts – the Executive Director has accepted most of the recommendations. The working party will continue to refine the wording of the contract.
- o Principal Review and Appointment – this working party is still meeting.

**Leadership Centre:**

The CECWA has approved the development of a Leadership Centre, plans are underway with completion aimed for 2017 - 2018.

**John Laing Award:**

This year we nominated Brendan Spillane for his outstanding service to our work both at a National and State level.

**NAPLAN Online:**

Some concern has been expressed about this initiative due to the technology that may be required.

**Conferences:**

2015 conference was very successful and operated on the basis of a 'Lead Meet'. Various principals showcased what their schools were doing in 15 minute presentations. Planning for the 2016 conference is well underway and it will be held in Geraldton from 8 – 10 March. The conference will focus on the Wellbeing of Principals.





## **AUSTRALIAN CAPITAL TERRITORY CATHOLIC PRIMARY PRINCIPALS ASSOCIATION**

### **John Vance**

#### **Stories of inclusion**

This was a forum for parents and carers on inclusive education in our schools and was initiated by two of our Principals. The parents and carers were of children who have additional needs and they were invited to share the story of their child's educational journey. It was an opportunity to share what has worked well, so other families can benefit. Participants were asked to bring their good will and help our schools to be as inclusive as we possibly can be. Chaired by Dr Tony Shaddock the forum was organised so that participants were in small groups, facilitated by CE and school staff, and encouraged to talk about their experiences in our schools and ask questions about the journey of others. The Director and senior members of CE staff were present to hear the parents and carers stories so that they can better understand families' needs and factor these into future planning.

#### **Review of Services - Blueprint for Partnership**

Principals together with the Head of Religious Education and Curriculum at Catholic Education Canberra and Goulburn, Maree Williams have been in discussions regarding a new three-year plan. Our initial input was on Servant Leadership where Maree outlined her approach to leading Religious Education and Curriculum was through a partnership with us whereby we have input and information sharing. Our direction from here would be guided by information from Maree meeting with all Principals in focus groups.

Some of the our discussions centred around creating greater rigor in the teaching of Religious Education, inquiry learning versus gradual release of responsibility so that the students become owners of their learning, therefore moving responsibility away from the teacher and the promotion of partnership with parents so that they are able to do some of the literacy intervention at home. Discussions also looked at the expansion of the role of Reading Recovery and Kindergarten teachers in early intervention.

We discussed the possibility of having a working party to look at programming so that student needs, not programming or curriculum, is driving the learning and teaching experiences of the children at school, Maree is seeking Principal representation on this working party

### **Collaborating On Student Achievement+**

COSA+ is a systemic and organized change process to improve students' learning outcomes in literacy and numeracy. It involves primary and some secondary and central schools in the Archdiocese. It is a three-year initiative and involves grades K – 10. It has been in operation for 2 years and the focus changes to meet the needs of the school.

### **myPaD source data**

myPaD is the Catholic Education's one stop shop for professional development conversations. It contains a Curriculum Vitae about staff that draws on information held in CE Corporate Systems. This is for the use of all staff and each Principal can access the myPaD detail of their school's staff. Staff are able to add optional information to the Curriculum Vitae such as; a biography, professional contributions, strengths and accomplishments.

ACT teachers can select an option in our regulatory authority, Teacher Quality Institute's, portal and share their Professional Development record with myPaD. If staff chose this option, then myPaD is updated weekly. In addition teachers in both the ACT and NSW sections of the Archdiocese can use the 'activities' menu item to record Professional Development that is *accredited, non-accredited, formation, or other*. MyPaD also allows school administrators to bulk enter staff attendance at school hosted Professional Development. These records are automatically published to attendees profile pages.

### **Enterprise Agreement**

On the 11 June 2015 after fourteen months of negotiations the Catholic Commission for Employment Relations and the Independent Education Union announced that they have reached agreement on the terms of a new Enterprise Agreement to cover teachers and general staff in schools in the ACT operated by Catholic Education Archdiocese of Canberra and Goulburn.

Both parties recognised that it has been a long process however they are of the view that they have achieved a very good outcome for employees and the communities they serve. In late July members undertook voting for the new Enterprise Agreement and it has been overwhelmingly supported.

The Enterprise Agreement is now awaiting ratification by Fair Work Australia before it comes into formal existence.

### **Learning Management System Review**

Catholic Education is currently reviewing its Learning Management Systems with plans to introduce a new system to schools in 2015. Titled IDEAL - Interactive Digital Environment for All Learners -

### **Rewrite of Religious Education Curriculum**

The Archdiocese of Canberra & Goulburn's Religious Education Curriculum Guidelines – Treasures New & Old – is currently being reviewed and units are in the process of being rewritten, updated with current teaching practices and resources and trailed across the system.



## **CATHOLIC PRINCIPALS ASSOCIATION of TASMANIA**

### **Joy Matar**



The Catholic Principals Association of Tasmania (CPAT), which represents the principals of 37 schools, is our voice on matters of common interest to all CPAT members. It provides a forum for professional support and well-being under the four pillars of:

- Curriculum,
- Principal Wellbeing,
- Professional Learning and
- Association.

The pillars give the focal point for discussions and workshops at state-wide meetings, which are held three times per annum, retreats and conferences. The CPAT executive meets four times per year and on three of these occasions face-to-face time with TCEO Director, John Mula, is part of the agenda.

CPAT has achieved several major outcomes in the past twelve months. Our CPAT website went live in January, the CPAT Honour Board was unveiled in February and after over a year of consideration and determination the revised CPAT Constitution will be ratified at the November AGM.

Prior to the first general meeting of the year, principals new to the association were welcomed personally by a CPAT member principal and provided with a comprehensive Induction Pack. They were advised personally and via the association website of current foci and plans.

In June the principals' biannual retreat was led by Father Richard Ross with the focus *Ignation Spiritual Conviction that God is active and above all present in all of us*. Sessions emphasising Reflection, Gratitude and Service were introduced by Father Richard and then principals were given the opportunity to move away and outside to ponder a series of questions or their own personal circumstances. The days included times for sharing, collaboration and reflection.

Mass was celebrated with Fr Richard on the Thursday evening and members spent two days in the glorious surroundings of the Freycinet National Park.

CPAT are currently exploring ways to grow their support for principal wellbeing. CPAT President Stuart Kelly facilitated a workshop before the Freycinet retreat, which referenced Phil Riley data and supplied further ideas for the development of a Principal Care Team aimed at supporting Principals where and when there is a need.

Also, as part of CPAT's efforts to continue to build a strong collaborative and consultative working relationship with the TCEO, the Executive has adopted a 5C's framework as a lens to assess the value of new initiatives or when responding to TCEO ideas for change. The 5C's are:

- Catholicity,
- Context,
- Collaboration,
- Communication and
- Care.

Sponsorship gained by CPAT supports the work of the association's valuable Executive Officer and also the annual awarding of the Kate O'Driscoll Aspiring Leadership Award. This year's scholarship, to subsidise attendance at an interstate Gifted and Talented conference was awarded to Launceston teacher Allison Cornish.

After a long period of negotiation, the Tasmanian Catholic Education Single Enterprise Agreement 2015 was approved by the Fair Work Commission and enforced as of August 2015.

As the result of issues raised by CPAT and concerns ranging from appointments, to contracts, to wellbeing, new TCEO Director John Mula has instituted a working party, which includes Principal representation, to review Catholic Principalship in the Archdiocese of Hobart. Through recommendations to the Director in relation to: Principal role description and required qualifications, Principal professional learning, Principal remuneration package, Principal classifications and allowances. Principal contract, Principal renewal leave, Principal appraisal and coaching, Principal selection and appointment procedures, Principal well-being, Principal professional support and other related issues as agreed during the review the working party is to provide a comprehensive package to support and enhance principalship. This timely review is to be completed by late 2015.

CPAT acknowledges the support of the Director for Tasmanian Catholic Education, Mr John Mula. Both the executive and ordinary members appreciate John's willingness to meet regularly, to discern and discuss and to move forward on major issues influencing the wellbeing of our Principals and our school communities.



## **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.

The following is a summary of some of our deliberations, activities and concerns over the last 12 months.

Ms Helen O'Brien has now been appointed Director. Helen was appointed earlier in the year. Helen has previously had the role of Deputy Director responsible for teaching and learning. We welcome Helen to her new role and wish her all the best.

In trying financial times the system is moving forward to reduce the office footprint. The suggestion is that up to 25% of the office staff will be moved on during the coming years thereby ensuring more funds available to schools.

Our AGM was held early in Term 1 and new office bearers were elected. It was pleasing to welcome several new members to our executive. Bruno Benci farewelled Dave Edwards as retiring President. Bruno acknowledged the work that Dave has done both at a state and national level. Director Helen O'Brien also recognized the work Dave has done and the collaborative work he has done with CESA. The charter was changed to allow for a Deputy President as opposed to a past president on the new executive. Our new President is Phil Schultz with the Deputy President Liz Keough.

During the course of 2014 Catholic Education South Australia (CESA) produced a strategic plan, *Strategy for Leading Catholic Education to new levels of Excellence*. The Strategy is a 10 point action plan developed to ensure student pathways, expand early years services, develop school structures to meet the learning needs of children, create regional collaboration between schools and early years services and ensure the strategic placement

of resources. Several meetings have been held to discuss the CESA Excellence Strategy with parents and Parish priests with CESA reporting general support of the strategy overall.

Both teachers and Principals and Deputies continue to negotiate their new respective EA's. The principals and deputies have had a number of negotiating meetings with CESA. The IEU is negotiating the EA for teachers and support staff.

In 2014 all Catholic schools moved to the Same Day Start, which meant the ceasing of enrolments in Term 2 and Term 3 for Reception students. The South Australian Commission for Catholic Schools has now reviewed the enrolment policy for reception students and schools are now able to have 2 enrolment points, the commencement of the year and the beginning of Term 3. Schools are not bound to this policy change for enrolments and each school is able to make the most appropriate decision for their school.

The system benefitted from the visit of Carla Rinaldi and a 'pedagogista' from Reggio Emilia during Term 2. There were a number of seminars held and several schools were the subject of visits. This continues the focus on 're imagining childhood' a key learning and professional development for CESA.

In August SACPPA held its annual conference. This year we used the opportunity to focus on wellbeing issues and to encourage networking. We moved the conference to the Riverland area and specifically Berri to experience the rural environment with our rural colleagues. Built into the conference was a time of exploration and relaxation with school leaders visiting various locations in the Riverland for the afternoon. Our keynote speakers adopted Ted talk style with short presentations followed by opportunities for discussion. We were privileged to hear from: Duncan Armstrong OAM, Sue Langley from the Langley group discussing positive relationships, Fr Richard Leonard, *What's God got to do with it?*, Dr Stephen Brown from the Queensland Education Leadership Institute on Leadership Development, Dan Haesler *Leveraging social media to think ethically and act compassionately*, Aldo Floreani from the Ministry Formation team on *Service with a smile*, Dan Healy on *Creating a culture of high performance*, Dr Carmel Harrington on *The benefits of sleep* and Dr Philip Riley discussing the findings on the Principal Health and Wellbeing Survey. There were approximately 80 school leaders and system leaders in attendance and the conference provided many opportunities for networking and sharing of ideas.

As an organization we have this year focused our professional and collaborative learning time each week on our own and our schools wellbeing and the sharing of issues, concerns and solutions. We continue to look for opportunities to collaborate and support each other in our roles.



## **NORTHERN TERRITORY**

### **AUSTRALIAN CATHOLIC PRIMARY PRINCIPAL'S**

#### **Anthony Hockey**

This year has seen further advancement in Catholic Education in the Northern Territory. School Numbers continue to increase and two of our schools, St Francis Catholic Primary School, Humpty Doo and St Paul's Catholic Primary School, Nightcliff, made the list of 200 schools across Australia that made the greatest NAPLAN Improvement.

Our Catholic Leaders, including the Bishop of Darwin, Catholic Education Staff, School Principals and other Leaders in our schools, have made two trips to the Maliana Diocese in Timor Leste. Leaders conducted workshops for teachers and school leaders on signs and symbols, behavioural management, English as a Second Language, meditation, science and sport. Future trips are planned to build an ongoing relationship with the two areas.

Principals' Salary Packages are being finalised following on from the review conducted by the Mercer Organisation. Principals have welcomed the opportunity to participate in the review process.

In 2015, the majority of Principals have recommitted to the Northern Territory. Historically, there has been a high turnover of Principals in the Northern Territory and it is pleasing to see a continuation of leadership and stability in our schools.

Catholic Education Northern Territory has commenced its annual recruitment process for 2016. Advertisements have been placed into National Newspapers and Catholic Education Office staff have been visiting Catholic Education Offices around Australia.

This year, Catholic Principals in the Northern Territory have supported the Miriam Rose Foundation. The Miriam Rose Foundation has been organised by prominent Territory Educator, Miriam Rose Ungunmerr-Baumann. Miriam was the Northern Territory's first fully qualified indigenous teacher and later became the Principal of St Francis Xavier Catholic School, Nauiyu. The foundation's goal is to empower Indigenous youth through education, art, culture and opportunity.



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

### **Tony Falls.**

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, Maureen Shembrey.
- Providing advice and assistance on a range of issues for principals including contracts, Industrial matters, Occupational Health/Safety and Work Cover issues.
- 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.

The Principal Wellbeing Survey is up again and this longitudinal study by Phillip Riley provides the most accurate and thought-provoking data we have ever seen in this space and which is being quoted by systems locally, nationally and internationally. It can only be so effective if principals participate so I urge you to complete it once again if you have done so before as, obviously, any changes to responses will influence the data or participate in the survey for the first time.

John Jordan from the CECV Industrial Relations Unit spoke at a recent council about the issue of Occupational Violence and the roll out and support to be given for the 'Safe and



Sound Practice Guidelines (Occupational Violence) - Guidelines for school principals'. Much work was done on these guidelines the VIEU and our members and we are keen to make sure that principals are given adequate PD and follow up support in implementing them.

IEU has principal representation on CECV Long Service Leave Committee.

IEU is supporting principals in the Geelong area where there is a Worksafe project in progress around 'Bullying and Harassment' in the workplace. Worksafe inspectors will visit and inspect all Catholic primary schools in the area to check on policy, process and implementation. IEU OHS officer and Principals' Officer facilitated a meeting of the Worksafe inspectors and the principals involved before the project began and continues to offer support as required.

Maureen Shembrey, IEU Principals' Officer, was invited to be part of a Principals' Wellbeing Think Tank in the Ballarat diocese where there is deep concern from principals, the union and the Director as to the number of principals who are 'struggling' in the role. This is an on-going project seeking action to address the issue.

IEU Principals' Council continues to press CECV to support principals in the roll out of the Occupational Violence Guidelines. We don't wish to see these guidelines (which were two years in the making as a joint venture between CECV and IEU) just parked on the Industrial relations website. The term 3 Council meeting received a commitment for proper and extensive PD from John Jordan who heads up the IR unit.

IEU is investigating a collaboration with SANE Australia to provide professional development for principals and other related staff around dealing with people with mental illness. This is becoming a prime source of stress and anxiety for many principals as well as being very time and labour intensive.



## **QUEENSLAND CATHOLIC PRIMARY PRINCIPALS ASSOCIATION**

### **Donough Shirley**

The Queensland Catholic Primary Principals' Association has worked diligently this year representing members throughout the diverse state. We have responded proactively under the leadership of Max Martin (Principal of St Patricks School Emerald in the Rockhampton Diocese) to many of the challenges and opportunities facing Queensland Catholic Principals. Our association is made up of two representatives from each of our five dioceses of Cairns, Townsville, Rockhampton, Toowoomba and Brisbane. While face to face meetings twice a year are preferable the tyranny of distance and the scheduling of meetings have meant that three of our meetings this year have been by Teleconference.

Over the past twelve months under the guidance of the Executive Committee of Max Martin and Secretary Treasurer, Jamie Emerick, we have worked with and discussed changes and direction in education both from a state and a federal perspective. With a change in government in Queensland and education being a priority we experienced changes in leadership but not direction. Funding from two projects Great Teachers Great Results (State) and Students First (Commonwealth) have supported schools in developing school based improvement programs. The Association has been involved in the continued roll-out of ACARA addressing concerns about the overcrowded curriculum and the requirements of new KLAs in primary schooling.

2015 saw the introduction of Year 7 to Secondary in Queensland. Following good preparation and planning this all went very smoothly. Many primary schools have had a reduction in enrolment due to this factor and have had to adjust staffing and management accordingly. QCEC welcomed a new Chair Dr Lee-Anne Perry, the former principal of All Hallows School. We farewelled Mike Byrne and thanked him for his dedication and commitment to Catholic Education in Queensland. The whole of Queensland celebrated Catholic Education Week earlier in Term Three, featuring a meaningful address by Archbishop Mark Coleridge BA, DSS that captured what Catholic Education is in Queensland.

Many of the meetings this year have been focused around the upcoming EB VII for principals. In the past much of the data that informed discussion and decisions has been around the Mercer Report.

The association has and is in the process of looking at alternatives for gathering data for our principal association. These discussions will continue into fourth term and centre on how we compare position requirements with our colleagues in other organisations.

Our association hosts a biennial conference which is organised by each diocese in turn. In 2016 the garden city of Toowoomba will be the host diocese. Organisation is well under way for the *Spring into Leadership* conference to be held from 7<sup>th</sup> to 9<sup>th</sup> of September 2016, a week before the Carnival of Flowers. The venue at Picnic Point situated on the edge of the Great Dividing Range will showcase our educational speakers who will present around the areas of emotional, spiritual and educational perspectives for principals. We look forward to a well-attended conference.



## **ASSOCIATION OF CATHOLIC SCHOOL PRINCIPALS NEW SOUTH WALES**

### **Julie King**

The Association of Catholic School Principals New South Wales (ACSP) uniquely represents both Primary and Secondary Principals in NSW. In the primary sector the ACSP represents primary principals from the 11 dioceses in the state, as well as principals of congregational schools.

ACSP is in the process of developing a vision and mission statement and a strategic plan for the next three years. An annual plan will be formulated from the priorities in the strategic plan for 2016.

Whilst the national agenda has dominated the schools' landscape, the New South Wales Board of Studies and the NSW CEC have been active in seeking representations from the ACSP on the key issues. The association has also been actively involved with ACARA and welcomes the opportunity to participate and present the primary principal perspective. ACSP has established a relationship with the NSW Conference of Diocesan Directors

In terms of a national curriculum, the NSW Board has been quite clear on its legislated responsibility as curriculum provider.

On an association level the ACSP has implemented some important initiatives to strengthen its contact with members. ACSP has re-launched its website and has a formatted email newsletter which briefly highlights and hyperlinks the key summaries as well as providing current contemporary professional readings.

ACSPNSW continues to engage its members from rural and remote areas of the state. All Diocesan Chairs not represented on ACSP Executive, are now invited to attend ACSP executive meetings to maximise communication. The inclusion of diocesan chairs not represented on the Executive, has strengthened the relationship and built an understanding of the work of ACSP and its representation on other committees. Sponsorship funds are used for accommodation and transport for each of the diocesan chairs or their representative.

ACSP hosted a very successful conference in the town of Dubbo in the Bathurst Diocese on 20<sup>th</sup> and 22<sup>nd</sup> May. The theme of the conference was *Encountering New Horizons*. Valerie Hannon (UK), Dean

Fink (Canada), Yong Zhao (USA) and Bishop Vincent Long Van Nguyen, Melbourne Archdiocese gave keynotes as well as follow up breakout sessions. All speakers were very well received and threw out some very challenging ideas for principals to address. Planning for the 2017 conference which will be held in the diocese of Newcastle, is already under way.

Agreement has been settled on the new Enterprise Agreement and a joint statement has been sent out ready for a vote. The traditional method was used. CCER talked to Directors and Union but not to those affected by the agreement. ASCP has questioned this and is in discussions with Mr Tony Farley Director of CCER regarding best way to engage constituents in enterprise bargaining. Each diocese is engaging with the principals as to what they see as issues in preparation for the new Principal Enterprise Agreement. Tony Farley urged the Executive and Diocesan chairs to take concerns over the consultation for the current Enterprise Agreement and the future Principals Enterprise Agreement to our Directors.



## **SPONSORSHIP AND MARKETING**

### **Frank Hennessy**

I am very pleased to announce that WOODS Educational Furniture has upgraded their support of the Australian Catholic Primary Principals Association from a Major Sponsor to a Corporate Partner of ACPPA. The Australian Catholic Primary Principals Association appreciate and thank Tony Rogers, Director of WOODS for his Company's support since 2003, and their continued support by entering into an agreement with ACPPA over the next five years.

Thanks also to MSP Photography and Camp Australia for their ongoing support of ACPPA in the capacity as Corporate Partners, and to our Major Sponsors Nolan.UDA/Autex and Parenting Ideas Schools, along with our Communication Partner, School Stream Pty Ltd for their continued support.

We presently have the following Corporate Partners, Sponsors.

MSP PHOTOGRAPHY	Corporate Partner
CAMP AUSTRALIA	Corporate Partner
WOODS EDUCATIONAL FURNITURE	Corporate Partner
NOLAN.UDA/Autex	Major Sponsor
PARENTINGIDEAS SCHOOLS	Major Sponsor
SCHOOL STREAM PTY LTD	Communication Partner

The Advertisers in TOPICS have been reasonably constant over the past few years and we thank them for their support. The Advertisers, 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.

Currently we have:

12 half- page advertisements

2 x full page advertisements: MSP PHOTOGRAPHY and CAMP AUSTRALIA

1 x double centre page advertisement: WOODS EDUCATIONAL FURNITURE

## TOPICS ADVERTISERS FOR 2015

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

We accept inserts in TOPICS. 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**

This year celebrates the 20<sup>th</sup> Anniversary of my editorship of TOPICS. Reaching such a milestone is an excellent opportunity for reflection on what TOPICS is, what TOPICS should be, what changes need to be made to keep TOPICS as a relevant part of the ACPPA journey and what is the future of TOPICS, and of its Editor.

I could be accused of bias, and that would be quite justified, but I believe that TOPICS is a significant journal in its own right, as well as a very visible link between the executive and the membership of ACPPA.

I have on a number of occasions identified the major aims of TOPICS under three headings:

1. TOPICS has a responsibility to provide writings that reflect on our role as Principals of Primary Schools, and in particular, as Principals of Catholic Primary Schools, in the contemporary Australian educational arena.
2. TOPICS is a vehicle that allows principals, and their staff, to share best practice initiatives, that may encourage colleagues to try something a bit similar in the never-ending quest to facilitate and improve students' learning.
3. TOPICS is the communication arm of the ACPPA Executive, and as such, provides the opportunity for the Executive to share with members the work that is done to ensure that all decision, be they at a government level, system level or community level, are carefully assessed against the actual needs of schools and the realistic limits that funding, environment, resources and time place on the proposed implementation of such policies.

So how could TOPICS be evaluated against these aims, or any other aims that are seen as appropriate?

It seems that the printed journal is being rapidly consumed by its digital off-spring. More and more organisation are now placing their newsletters and other communications on-line or sending them by way of Emails. I suspect that this includes the majority of school newsletters. That glorious last minute dash every Tuesday around 3.25pm to get the Newsletter to each class is no longer a feature of the school week. Maybe this chaos is not missed by the principal and the school secretary, but I wonder if the printed Newsletter itself is missed by the parents?

I have a theory that digital newsletters and like communications, if not read immediately, quickly disappear into some cyber place of "will look at later" items, and they don't survive the experience.



At least a paper journal sits around in a visible form, to remind principals that it exists, and maybe travels to a quiet space where there is time and motivation to see what's inside.

As for the Editor, he does post-date the age of the dinosaur, but not by much, so his use-by date is fast approaching.

I think the Executive would like to hear your comments. That sort of open invitation is traditionally an invitation for nothing to happen. Maybe to surprise us all some few may be brave enough to respond.

## 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 Archdiocese) South Australia, Northern Territory, Queensland (Rockhampton Diocese 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 in Sydney.*

(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. Frank Hennessy was elected the inaugural president.

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.

ACPPA's original aims, as detailed in the Constitution, were visionary, but action to implement some of the national ideals was limited for a number of reasons. One reason being the fact that the Executive comprised only members from the state or territory hosting the annual conference and the fact that only one meeting of the association a year was possible. What was most successful was the Annual Conference, which brought together increasingly larger numbers of Catholic primary school principals and which had a professional development focus firmly fixed on the religious dimension and responsibility of Catholic schooling.

From 1984 until 1992 each state and territory hosted at least one ACPPA Conference. These conferences were held prior to the APPA Conferences. In 1993 it was decided to combine the ACPPA conference with the APPA conference. In many ways this was a sound move, although the very Catholic content of the previous conferences was no longer possible. At the same time ACPPA went through a major restructure which brought into play an elected secretariat no longer tied to the conference roster, and an Executive comprising one representative from each state and territory association.

Following the finalisation of a revision of our constitution in 2013, the Association focused on the development and implementation of organizational structures and a financial model that would support the advocacy and representative work undertaken by the Association. This included meeting as a National Executive Council that included two members from every state and territory association, one of who also represents their State Catholic Primary Principals' Association on APPA. Key purposes of this change were to promote more diverse dialogue and experiences, to support ongoing transition of roles and maintenance of corporate knowledge and partnerships, and support the sharing of a genuine ACPPA voice when engaging with other peak organisations and advocacy work.

ACPPA currently represents Catholic Primary Principals and Leaders from over 1220 primary schools and 150 combined primary/secondary schools, who educate over 400,000 primary students. This represents 20% of primary aged children in Australia.