



AUSTRALIAN CATHOLIC PRIMARY PRINCIPALS' ASSOCIATION

2016 ANNUAL GENERAL MEETING

**AUCKLAND NEW ZEALAND
TUESDAY 31 MAY 2016**



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MAJOR SPONSORS



COMMUNICATION SPONSOR



2016 EXECUTIVE



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NEW SOUTH WALES



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Toni Kalat
WESTERN AUSTRALIA



Pina Hutcheson*
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 2016
6. MINUTES OF LAST AGM
7. BUSINESS ARISING FROM MINUTES
8. PRESIDENT'S REPORT *
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13. GENERAL BUSINESS - ACPPA AWARDS

*Written reports as tabled in this booklet



**MINUTES OF ACPPA AGM MEETING
GRAND CHANCELLOR HOTEL – HOBART TASMANIA
TUESDAY SEPTEMBER 15th 2015**

PRESENT: Dave Edwards, James Danaher, Karyn Prior, Elizabeth McDougall, Ros Oates, Frank Hennessy, John Vance, Julie King, Liz Keogh, Tony Falls, Donaugh Shirley, Karen Pearce, Melanie Bolwell, Brad Gaynor, Mark Mowbray, Ellie McGinness, Mark de Kluver, Vince Muscatello, Greg Lane, Frank McGrath, Cate Nunn, Gary Terpak, John Connors, Peter Sell, Greg Ward, Allen McMahon, Mark de Kluver, Sue Fox, Fran Italiano, Helen OToole, Kevin Duffy, John Ryan, Greg Wyss.

APOLOGIES: Joy Matar, Kevin Clancy, Anthony Hockey.

Acknowledgement of Country

ACPPA President, Dave Edwards acknowledged the land of the traditional owners upon which the meeting is being held today.

Prayer

Ros Oates led members gathered in Prayer.

Welcome

ACPPA President, Dave Edwards welcomed all present. He extended a special welcome to all delegates from throughout Australia's State and Territories.

Minutes of Last AGM

The minutes of the 2014 AGM were circulated last week to all members. They were also tabled.

Business Arising from Minutes

There is a correction in the wording used last year – 'Conference Booklet' wording should read - AGM Booklet.

ACTION: ACPPA EO will make the corrections.

Dave Edwards asked that the minutes of the 2014 AGM be accepted as an accurate record.

Moved: Brad Gaynor

Seconded: Alan McMahon

Carried: All

President's Report

In presenting his tabled report, which is also included in the AGM Booklet, President Dave Edwards spoke of the following points:

- Dave thanked ACPPA's sponsors for their ongoing financial and extended support of ACPPA. Camp Australia, Woods Furniture, MSP Photography, Nolan UDA and School Stream have all been extremely supportive of the association and their commitment to ACPPA ensures the work we do is continued. Dave acknowledged the national executive members and thanked them for all of the work they do in supporting him and ACPPA.
- Dave outlined in a power point presentation the work of ACPPA and how it supports leaders and students in our school communities. He referred to the ACPPA Moral Agency Model which overarches the work performed by ACPPA. Dave invited all members of ACPPA to share their ideas and suggestions for enhancing the work of ACPPA with him or other national executive representatives at any time by emailing. NE members are all listed on the ACPPA website www.acppa.catholic.edu.au
- Dave acknowledged and thanked Mark Mowbray, Deputy President and the entire national executive committee members for their commitment and work. He also thanked Karyn Prior the Executive Officer of ACPPA.

Treasurer's Report

Treasurer, James Danaher, tabled the finance report for the 2014 year, as audited and as printed in the AGM Booklet and it had been emailed to all members the previous week. James highlighted in his presentation the support of our sponsors. He mentioned one of our new 2014 sponsors has unfortunately withdrawn his support for this year. James said this withdrawal of sponsorship dollars highlights the importance of having a levy paid by each member's school to support the association in its work. James thanked Dave Edwards and Karyn Prior for their support to him during his term as Treasurer. James Danaher asked that this 2014 financial report be accepted.

Moved: Julie King

Seconded: Fran Italiano

Carried: All

Topics Report: Tabled. Dave thanked Kevin Clancy (who was an apology) for his hard work and dedication in editing and producing Topics magazine for ACPPA and its members.

Sponsorship Report: Tabled. Dave thanked Frank Hennessy for his ongoing dedication and support of the ACPPA sponsors.

State Reports: All were tabled.

Dave Edwards asked that these tabled reports be accepted.

Moved: Melanie Bolwell

Seconded: Elizabeth McDougall

Carried: All

General Business

No general business arising.

Dave Edwards thanked everyone for their attendance and invited all present to stay seated for the ACPPA Wellbeing Survey Launch.

The AGM closed at 11.25am.



PRESIDENT'S REPORT

Mark Mowbray

ACPPA, as the peak organisation for over 1200 Catholic primary principals in Australia, provides a voice for principals as they “lead and inspire the heart, mind and spirit of Catholic primary education”. In recent years the National Executive of ACPPA has focused on strategically improving ourselves as a national catholic organisation as well ensuring that our voice strengthens the voice of APPA. Every member of the National Executive contributes actively at each meeting, ensuring their advocacy for each State and Territory Association.

Our major focus in 2015 was Principal Wellbeing. Following on from the independent national research of Phil Riley, ACPPA launched its own research into the wellbeing of catholic primary principals across Australia. With the financial and moral support of Camp Australia we launched our research at an official function that highlighted the need for policy makers at all levels to treat this issue as critical. With a high response rate from principals ACPPA created a summary of key findings as well as key recommendations for ACPPA, for principals and for System leaders. This work will continue into 2016.

School Funding remains a crucial factor for primary schools to meet the needs of every child in our schools. ACPPA is aligned with a needs based, sector blind model of funding; ensuring equity regardless of the school a child attends. Funding needs to be adequate in volume and indexed appropriately, ensuring certainty for our schools. This is particularly vital for students with a disability.

Parent engagement is also an issue of vital importance in every primary school. There is a need to promote opportunities for parents to develop understandings and skills to enable them to better support their child's learning, engagement, wellbeing and safety. Catholic schools need to communicate their vision, mission and priorities, clearly articulating what is unique about an education in a catholic school. It has become increasingly important to develop and promote a guide to positive and respectful engagement to support this facet of school life.

ACPPA continues to develop and strengthen our relationship with the National Catholic Education Commission, Catholic Secondary Principals Association and Catholic School Parents Australia;

meeting regularly and engaging in discourse to benefit our sector nationally. ACPPA also has a strong relationship with NZCPPA with annual meetings to work on issues such as indigenous education, curriculum and working within the Catholic education sector. ACPPA continues to be sought out by major political parties for our stance on issues of national importance.

ACPPA wishes to thank and congratulate Dave Edwards, who concluded his role as National President at the end of 2015. That thanks is extended to each member of the National Executive who bring energy and wisdom to our team; to Kevin Clancy and Frank Hennessy for their tireless support of the work of ACPPA; and to Karyn Prior, our expert and committed Executive Assistant. The amazing support of our sponsors is also acknowledged.

It is an amazing privilege to have taken over as National President. The work of ACPPA and APPA is such a vital part of the national education agenda. For further information on our work please visit our website.



TREASURER'S REPORT

Ros Oates

2015 Finance Year

This is the annual financial report for the Australian Catholic Primary Principal's Association for the 2015 year. A copy of the auditor's report as prepared by Galpins and Associates South Australia was tabled at the AGM.

INCOME for 2015

Sponsorship

Camp Australia	\$30,000	
MSP Photography	\$30,000	
Woods Furniture	\$20,000	
Nolan UDA	\$10,000	
Total Sponsorship		\$90,000.00

Affiliation Fees **\$95,920.00**

Interest **\$722.00**

AITSL/APPA Reimbursement **\$3,370.00**

TOTAL INCOME	\$190,012.00
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EXPENSES for 2015

Conferences and Meetings	\$63,744.00
General Operations	\$34,969.00
APPA Conference	\$7,624.00
Targeted expenses	\$62,389.00
(Includes President and Professional Learning and Marketing/Publicity costs)	

TOTAL EXPENSES	\$168,725.00
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Surplus	\$21,287.00
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POINTS OF NOTE

Our financial position at the end of 2015 was very sound. 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.

In 2015 our membership fees increased by \$30 per member again, as per the AGM motion of 2013. These extra funds are being directed towards supporting the role of the ACPPA President and the future general workings of our association. In 2016 fees increased by CPI.

In 2015/16 there will be continued planning around the ACPPA Review of Operations, which will result in an increase of fees and change in the association structure in the future.

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.
- On behalf of ACPPA's members I offer our thanks to immediate past members of the National Executive Committee, Mr Dave Edwards and Mr James Danaher. Both have made tireless contributions during their years of service to ACPPA. Many initiatives have been implemented successfully during their time and they will both be remembered for their dedication.

I present this report as a true and accurate record of our financial outcome for the 2015 reporting period.

I now ask for this report to be accepted by our members.

STATE ASSOCIATION REPORTS



CATHOLIC PRIMARY PRINCIPALS ASSOCIATION WESTERN AUSTRALIA

Toni Kalat

With new members commencing their role on the CPPA WA Executive it was timely to once again set the strategic directions of the Association for 2016. We worked with Jeff Thorne (Thorne Consulting... Create your future) to review our goals from 2015 and set new ones for 2016.

Members of the Executive were also aligned with the Executive Director, Dr Tim McDonald, and the six Directors that make up the management structure of CEWA as a way of continuing to enhance the relationship between both bodies.

Our 2016 Conference was set amongst the picturesque backdrop of Geraldton in the mid west of WA. *Live Well, Lead Well, Be Well* was the theme with Dr Shane Glasson (Learning & Development Consultant), Dr Michael Newton (Lifestyle Medicine Specialist and Clinical Exercise Physiologist and Dr Steven Kiely (Consultant Performance Psychologist) as Keynote Speakers. The conference took place over four days and focused on our spiritual and physical wellness. A special part of the Conference was the morning Prayer Service (A journey of Service) at the HMAS Sydney Memorial overlooking Geraldton and out to the Indian Ocean. It was a very moving service with many feeling the presence of those who have served and those who waited for their return.

CEWA – Communication. The task of enabling efficient communication both with Catholic Education WA (CEWA) and with our external audiences is becoming increasingly complex. This complexity relates to the rapidly changing channels available to communicate through, combined with the process to identify, engage with and impact broad audiences. In acknowledging the challenge presented to maximise the communication opportunities available to our System, and in order to enable personalized communication to occur aimed at enhancing individual learning of all internal and external Systems stakeholders, Executive of Catholic Education WA have invited Deloitte to assist the System in the re-imaging of CEWA Communications. Deloitte has facilitated excellent workshops with Executive and Principals. This has been the first step in the process.

The following 'Statement of Aspiration' was provided to channel the strategic thinking and future operational delivery of CEWA Communications:

- CEWA must continually strive to enable personalised communication to occur throughout the System.
- This will occur through multi-directional, real-time, tailored content being shared throughout the System (including students, parents, and CEWA staff and by audiences outside the System (including media, government and the wider community)).
- All communication must enhance individual learning (be that student, parent, staff, media, government, etc.) and where possible share and celebrate the value and benefit of CEWA.

Talent Identification . Shane Glasson (Learning & Development Consultant) is keen to develop a project on Talent Identification. The purpose of the project is the development of a rigorous process through which to identify personnel with the capability and drive to become future leaders. This phase of the project will take place over the course of 2016. In 2017, the first 'identification wave' will commence. This project phase will target assistant and deputy principals with the potential to assume the role of principal and is a direct response to the declining breadth and depth of our principalship aspirant pool. The broad idea is that if we can identify our future talent, we can invite them into our Aspiring Principals Program for development.

Faith to Lead, Lead to Faith – NCEC Conference 2016. *Faith to Lead, Lead to Faith* Conference will run from June 19-22 at the Perth Convention and Exhibition Centre and will feature Australian and international education experts, including through workshops focusing on dozens of key areas of interest for Catholic educators. Keynote speakers for the conference include Honduran Cardinal Oscar Rodriguez Maradiaga SDB, one of Pope Francis's closest advisers; international education experts Alma Harris and Simon Breakspear; Bishop of Broome Christopher Saunders, Chris Lowney, an author and chair of one of the United States' largest Catholic health networks; and child researcher Professor Donna Cross.

Prominent broadcaster Tony Jones will also be at the conference, hosting a panel session with educational and community leaders based on the format of ABC's Q&A program. With well over 1000 delegates registered to attend, this conference will definitely inspire, challenge and broaden the mindset of all who attend.



AUSTRALIAN CAPITAL TERRITORY CATHOLIC PRIMARY PRINCIPALS ASSOCIATION

Brad Gaynor

Mental Health & Wellbeing. 2016 saw schools given the opportunity to apply for system funds to support future strategic directions for Wellbeing, Pastoral Care and/or Behaviour support in schools. This funding support related to a school based project that would enhance existing structures and/or support a new Wellbeing initiative. Key areas for the project included targeted whole school professional learning, a targeted project that would respond to staff or student wellbeing or a targeted project that would support parent engagement

Review of the Teaching of Religious Education. Goals for the review include:

- Commence a reconceptualisation of the Religious Education curriculum to better respond to changing circumstances and the introduction of the National Framework for Religious Education
- Resourcing of the Religious Education curriculum to support high quality Religious Education in faithful and authentically responsive ways
- RE Officers to work in collaboration with schools to pursue inquiry questions relevant to RE as part of COSA Initiative
- Review and remodel the accreditation process in line with request from the Bishops of NSW and ACT
- Deliver sequential faith formation programs for leaders
- Administer the Professional Learning Series to deepen knowledge of the faith tradition.

Aboriginal and Torres Strait Islander Education Model. The structure of support for Aboriginal and Torres Strait Islander education in our jurisdiction improved this year. The Aboriginal Education Team work in specifically identified schools within the ACT for periods of 4 weeks at a time focusing on mutually identified outcomes for this period. The goals of the team include:

- To support schools in the implementation of the Aboriginal and Torres Strait Islander histories and cultures cross curriculum priorities
- To improve Aboriginal and Torres Strait Islander outcomes through tracking student data

- To develop authentic partnerships between schools, Aboriginal and Torres Strait Islander students, parents and their communities.

Principles of Pedagogy. Catholic Education has developed a set of guiding principles to inform all that we do in our Catholic Schools. These principles are supported and linked to the Australian Professional Standards for teachers, Scripture and the curriculum. The principles are:

1. Everyone can learn
2. A deep understanding of curriculum provides content and context for learning
3. Assessment informs teaching and learning
4. Positive relationships are at the heart of effective teaching
5. Holding high expectations of all learners is a commitment to justice
6. Positive educational environments empower learning
7. Learning is inspired and celebrated in community.

Learning & Teaching Facilitator. This year Catholic Education has developed a new role within schools. The creation of the Learning and Teaching Facilitator (LTF) role is in response to the system priority to effectively implement the pedagogical principles. The role of the LTF is to develop, support and monitor the implementation of the principles of pedagogy in schools. The LTF ensures that the implementation of the principles is endorsed by, aligned with and connected to pedagogical practices within the school. The role provides a conduit between Religious Education and Curriculum Services and schools. The LTF reports back to their schools regarding outcomes of Network Meetings and online communication.

Early Learning Initiative. The Early Learning Initiative focus is on growing the capacity of teachers to improve students' literacy and numeracy K-2 as well as educating parents/carers in effective ways to support their children at home with reading, writing and numeracy. The focus in 2016 is on improving literacy and numeracy. Goals for 2016:

- Increase number of ELI schools from seven to 30 by the end of 2016
- Train 30 teachers (including Reading Recovery teachers and their replacements) in effective literacy intervention across years K-2
- Replace RR with ELI in literacy
- Ensure literacy non-negotiable practices are implemented across all schools – 90 minutes daily literacy blocks, which includes 20 minutes minimum daily reading, 20 minutes minimum daily writing, literature at the core of literacy learning, teachers conferencing every week around reading and writing with every child
- Introduce ELI numeracy component in Semester 2
- Train ten teachers in effective numeracy intervention across years K-2 (NIP teachers to be provided with the first option for Early Learning Initiative)



CATHOLIC PRINCIPALS ASSOCIATION of TASMANIA

Joy Matar

Catholic Education Tasmania has, in recent times, seen substantial change including a new Director, office restructuring and growth, the emergence of new initiatives at system, directorate and school levels and the consequences of state and federal government policy. As members of CPAT, principals recognise the need for our Association to be the voice of Tasmanian Catholic Principals on matters of common interest to all members and to provide a forum for professional support and well-being.

Continuing to build strong, collaborative and consultative relationships with the Tasmanian Catholic Education Office (TCEO) is therefore a major focus for our Association in 2016 as we work within the elements of our 5C framework ie Catholicity, Context, Collaboration, Communication, and Care to ensure that our voice is heard and that decisions made are for the betterment of our students, our staff, our schools and our communities and, recognise that principals should be considered an asset and a strength to our schools and our system.

The TCEO Review of Catholic Principalship in Tasmania will continue to be a major focus for Catholic Principals Association of Tasmania members this year as working parties undertake a comprehensive review of many aspects of principalship including selection and appointment procedures, roles, qualifications, remuneration, classifications and allowances, contracts, renewal leave, appraisal and coaching, professional learning and well being and support. Central to CPAT's role in the review process is representation on working parties and ensuring that review recommendations are given substantial consideration and discussion time by Principals before their adoption.

Principal Wellbeing is an imperative for the association. Principal vulnerability and isolation is nationally documented and a voiced real-life experience for members. CPAT continues to explore ways to meet the pastoral care needs of all Principals. A care team and well-being days are important CPAT initiatives. Discussions, that initiate professional learning at statewide meetings which is relevant and supports principal growth, thus benefiting members and their learning communities, are ongoing. Therefore a further 2016 aim for CPAT is to research and find strong professional learning opportunities for principals at a state, national and international level.

The Association continues to support initiatives, which nurture, guide and build the capacity of new principals and emerging leaders. Comprehensive CPAT induction packages and personal contact

support those newly appointed to principalship and the Kate O'Driscoll Aspiring Leader Awards provide financial support to two emerging leaders so that they may further their professional learning and consequently contribute to the leadership of their schools, regions and to CPAT members state-wide.

Our Association has a strengthened voice because of the support and commitment of members and organisational and meeting structures which allow that voice to be heard. In 2016, while not losing sight of the multitude of needs in all aspects of our Tasmanian Catholic education system, CPAT will continue to bring to the fore the complexity of Catholic school leadership and strongly advocate for our Principals.



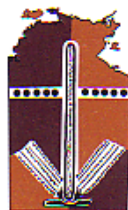
SOUTH AUSTRALIAN CATHOLIC PRIMARY PRINCIPALS ASSOCIATION (SACPPA)

Liz Keogh

Leading Numeracy. This year SACPPA has decided to dedicate some time each meeting to the collaborative sharing of strategies used within schools to develop the maths knowledge of teachers. We commenced by sharing successes and challenges at our first meeting. We were joined at this meeting by Catholic Education SA numeracy consultants. This work continues across the year. In May we will be joined by consultants from ACER sharing their expertise on the use of the PAT assessments with a particular focus on numeracy. 'So we have done the PAT assessments – what next?' being the theme for the sessions. We are also currently investigating the possibility of developing a project using the expertise of Professor Peter Sullivan for our schools focussing on our skills to lead numeracy development.

SACPPA has sponsored two projects through the 'Schools First' program. The first of these encompasses the use of Positive Education. This involves a cluster of schools within the Northern suburbs of Adelaide. The schools have spent several days engaged with professional learning facilitated by Geelong Grammar. Staff involved with this project were joined by colleagues from Government Schools and Independent Schools. They used a combination of pupil free days and personal time to complete the initial training. It is hoped that other schools across the Diocese will benefit from their involvement in the project.

Another cluster of schools have sought to work with the Federation of Catholic Parents to focus on enhancing parent engagement across their schools. This project has involved schools working across a number of professional learning sessions to understand and coordinate activities and strategies which will enhance the level of parent engagement within each school. Understandings gained within their project will be communicated to leadership colleagues within our meeting schedule.



NORTHERN TERRITORY AUSTRALIAN CATHOLIC PRIMARY PRINCIPAL'S

Anthony Hockey

Northern Territory Catholic Principals signed off on the Monuemnto Of Understanding. This finalises negotiations on current Salaries and Conditions. We thank the Catholic Education Office Northern Territory for their willingness to negotiate to make better working conditions for our Principals.

Naplan: The Northern Territory Catholic Principals Association(NTCPA) had discussions around the online Naplan Testing that is being introduced. Overall the group supported the move to online testing, however they have concerns about the writing components. Some of our remote schools have a high level of students who have limited access to technology in their homes and the group feels this will further disadvantage them.

Myschools Website: The group also discussed the use of the myschools Website to publish Naplan results. The group supports the use of data throughout the school, however the group does not support the publishing of school data on the myschools website as it has turned the Naplan Tests into a "High Stakes" assessment. The NTCPA supports all schools being informed of their Naplan data results. The NTCPA views the creation of league tables as a direct result of the Myschools website and a narrowing of the curriculum as schools have become focused on published Naplan results.

Data informed program: Catholic Education Northern Territory continue to improve data practices across all schools. Each school has now appointed a Data Informed Practitioner to collect and diagnose school data to work with teacher to improve Formative and Summative Practices across the school. Teachers now have access to "Info-central" which displays individual student data including all Naplan results and any other data teachers having inputted into the system for example PM Benchmarks, Pat Testing Results and Maths Assessment Interview Scores.

STEM The Catholic Education Northern Territory promotes STEM teaching across the system. An STEM education Officer has been appointed for all schools to improve their practices in the teaching of STEM. This year a number of Catholic schools will be entering the first Northern Territory Robocup.

School Reporting. Catholic Education Northern Territory is reviewing Reporting Systems to Parents. The system is looking to develop a Reporting System that is parent and teacher friendly.

NCEC Conference: A number of Northern Territory Principals will be attending the NCEC conference in Perth this year. This is a great opportunity to develop networks and engage with Professional Development.



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

Tony Falls.

The timing of the Year 7 enrolment process will change for the 2019 intake. Catholic secondary colleges will offer places to Year 7 enrolment priority students in Terms 3 and 4 of Year 5, instead of in April of Year 6.

VRQA Child-Safety Information Sessions. From 1 August 2016, schools will be required to comply with the new minimum child-safe standards introduced by the Victorian Government in accordance with Ministerial Order 870, released in January this year. Schools will be expected to show they have strategies, procedures, policies and systems in place that comply with the new standards. To help schools understand and meet the new Victorian Child-Safe Standards, the Victorian Registration and Qualifications Authority (VRQA) is conducting a series of statewide information sessions that explore the seven standards and aspects of good practice.

The current enterprise bargaining agreement (EBA) which sets the wages and conditions in Catholic Schools in Victoria is ending in May so a new draft agreement will be on the table to be negotiated between C.E.M. and IEU VIC Tas.



QUEENSLAND CATHOLIC PRIMARY PRINCIPALS ASSOCIATION

Donaugh Shirley

The Queensland Catholic Primary Principal's Association is made up of two delegates who represent each of the diocese of Cairns, Rockhampton, Townsville, Toowoomba and Brisbane. This organisation tries to meet once a term, two of these are face to face and two via teleconference. Early in 2016 the association met in Brisbane to discuss many of the issues affecting catholic schools throughout Queensland. Throughout the year our representatives from our diverse state have worked diligently to have a voice for catholic education and indeed principals in primary schools.

Curriculum directions have been a focus for all of our dioceses especially in the area of Religious Education. The Brisbane Guidelines have been trialled in a number of the dioceses with quite pleasing results. We all continue the roll out the changes around ACARA as we come to terms with the overcrowded curriculum. From a diocesan perspective we have been prioritising the curriculum in essential and supportive standards. This we feel had lessened the anxiety around the requirements. Across the state catholic school are focused on operating as Professional Learning Communities. (PLC) This enables all within organisations and schools to have ownership and contribution to areas of teaching and learning to improve student outcomes. Throughout the last twelve months a considerable amount of professional development has occurred around this.

Health and Wellbeing remains a focus at our meetings and we dispersed information and suggestions that the ACPPA Wellbeing Survey delivered. This is pertinent to the sustainability of our principals in our schools and reflects strongly on our professional associations and the value they have in supporting principals.

Industrial actions in Queensland from the end of last year through all of this year has certainly posed some challenges within our schools. From the boycotting of activates outside direct classroom instruction to full day strikes this has added another level of difficulty in the management of our school. On another industrial front Queensland catholic principals are about to begin another round of enterprise bargaining.

On behalf of the Queensland Bishops, the Most Rev Mark Coleridge, Archbishop of Brisbane, has announced the appointment of The Honourable Ms Leneen Forde AC as the new Chair of the Queensland Catholic Education Commission, commencing 01 March 2016. With a federal

election looming education and funding have become important discussion points. As there are many marginal seats in Queensland QCPPA support principals, school and Parents and Friends to contact politicians in the lead up to the election.

Plans for the association's conference in Toowoomba are well under way. The conference "Spring into Leadership" will be held on September 7, 8 and 9 in the week leading up to the Carnival of Flowers. Being the only totally inland diocese it is hoped that our colleagues will venture to the garden city to enjoy international speakers and inspirational company.



ASSOCIATION OF CATHOLIC SCHOOL PRINCIPALS NEW SOUTH WALES

Fran Bonanno

ACSP Strategic Plan. The current plan was tabled and discussed and it was agreed that there needs to be a review of the plan. Currently the strategic intent focuses on 6 areas – Catholic Identity, Leadership, Partnerships, Wellbeing, Governance of ACSP and Sustainability with actions addressing each. Consideration will be made of these actions and their relevance.

ACSP Principal Wellbeing Charter. In light of the findings from the recent research on Principal wellbeing and the response by ACPPA and the CEC of a wellbeing charter attention was given as to whether ACSP should also develop a Wellbeing charter. This will be followed up at the next meeting.

ACSP Conference. Preparations are underway for the Conference which will be held in the Hunter Valley in 2017.

The Board of Studies Teaching and Educational Standards Review (BOSTES). ACSP members were invited to meet with BOSTES members to raise issues pertinent to education and to find out more about the review. Some aspects covered included:

- Where to address review contributions to.
- HSC (Higher School Certificate) is excluded from the current review.
- Registration of schools may include resourcing
- Over-crowded curriculum BOSTES has agreed to clarify what points are compulsory.
- Each diocese will decide on the process for accreditation.
- Post 2018 all teachers will need to maintain their accreditation of 100 hours of PD over 5 years.
- Poor performing accredited. Principals will need to judge effectively and objectively the competencies of their standards of teaching.
- Maintaining the accreditation of casual teachers
- Higher levels of accreditation. Jan Donaldson is the external Observer from the Catholic Sector.

Governance – Tony McArthur from CEC outlined key aspects and implications of governance requirements including use of funds and property. Principals are required to undergo Governance training. Modules have been developed.

Minister Piccoli – Ongoing meetings with the NSW Minister for Education.



SPONSORSHIP AND MARKETING

Frank Hennessy

ACPPA acknowledges with thanks their Corporate Partners, Major Sponsor and Communication Partner without whose ongoing support we, as an Association, would not be able to offer the services that currently we are able to provide to our Principals.

We presently have the following Corporate Partners, and Sponsors.

MSP Photography	Corporate Partner
Camp Australia	Corporate Partner
Woods Educational Furniture	Corporate Partner
Nolan.Uda/Autex	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.

Australian Catholic Superannuation and Retirement Fund
Programmed Property Services
Scholastic Australia
Sun Shade Australia
Switch Education Recruitment
Emmaus Productions
Dance Fever Multisport
Woods Furniture Pty Ltd
Educational Experience Australia
Yoga To Go Kids-Lifeskills Group

The Advertisers, along with our Corporate Partners and our Sponsors, support ACPPA financially so our Principals are asked to support them whenever they get the opportunity.



TOPICS

Kevin Clancy

Editor

During 2016 the ACPPA Executive will be investigating a different form of governance for the Association. One of the priority areas within this discussion is communication. Today organisations primarily communicate through digital media. This is cost effective, almost immediate and is available 24 hours of the day, 7 days of the week. One of the down-side of this reasonably new form of communication is that individuals and linked organisations can become swamped in digital overload.

This is certainly true of schools, where Email inboxes burst with masses of important messages as well as masses of useless and unwanted messages, spam and advertising. I believe the temptation exists, as a simple survival mechanism if nothing else, to save something for later consideration, and then have it get buried under all the other saved for later consideration material, never to again see the light of day.

TOPICS is a very central part of our discussion around this subject for a number of different reasons.

One diocese has already decided to no longer provide a hard-copy mailing to its schools and consequently that means TOPICS cannot reach principals in that diocese in the same way as it has done for the last 25 years. Some other dioceses seem to be moving in that direction.

But our anecdotal evidence suggests that principals like to receive TOPICS as a printed magazine that they can place aside for the moment, and come back to when there is free time, be that at home, at school or while travelling. It can be filed away and returned to at a later date to reference some particular interest.

It is already obvious, even this early in the governance discussion, that a more immediate method of communicating with our membership than TOPICS can provide, is essential. Maybe we need to look at a regular digital newsletter that contains a few brief paragraphs on issues that are on the table and need some immediate action. Maybe TOPICS can continue in some form as a vehicle to provide a more substantial back-up of issues, as well as provide a space to share school stories and professional learning.

Whichever way the discussion goes there are going to be some changes. What those changes will look like we do not yet know.

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.

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.

ACPPA GROWS

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.