

# Australian Principals Federation

## President's Message—Julie Podbury



### **APF Study Tour to Vietnam & Election result and more.**

I was very fortunate to accompany the APF Community Service study tour with 15 others to Vietnam in the term break. We saw and learnt much, came to understand the challenges of taking students into a third world country and spent a week in robust discussion about school leadership and the challenges of leading a Government school in Victoria in the present climate, where data seems to matter more than people. Without doubt the best and most enriching

PD I have ever undertaken with an outstanding group of leaders. Thank you to Antipodeans for the sensational program you put together for us. Mark McKelson gives his report on page 4.

### **Election Result**

As you will all be aware we have recently called for nominations for all positions on the APF Council. On 24th September, the Australian Electoral Commission, declared the result. All positions were filled and no ballots required. The Executive will be determined with the AEC in the next few weeks. The results are as follows for the Victorian Branch.

<b>Councillors</b>	<b>Primary</b>	<b>Secondary</b>
<b>Federal</b>	Chris Chant Bronwyn Morgan	Rod Kendall Julie Podbury
<b>North East Region</b>	Erika Bienart Andrew Cock	Wendy Powson Phil Rogers
<b>South East Region</b>	Kathie Arnold Kevin Mackay	Richard Minack Julie Podbury
<b>North West Region</b>	Tina King Loretta Piazza	Sue Harrap Colin Simpson
<b>South West Region</b>	Steve Durkin Michelle Wilson	Rod Kendall Meridith Walker
<b>Statewide</b>	Henry Grossek	Ann Stratford
<b>Statewide Comprehensive</b>	John Mooney Meagan Cook	

***Congratulations to all on their election or re-election to the APF Council. Additionally, we extend our heartfelt appreciation for their outstanding contribution to the APF over many years to retiring councillors David Finnerty, Mark Moir, Julie Hommelhoff and Andrew Dalgleish.***

### **APF Annual PD and AGM. Inclusive Education is Complex: Pathways to success**

This event has been advertised for a number of weeks and we have been overwhelmed by the level of interest. We were able to extend the number of available places, and now have 10 remaining spots according to EO Gemma Naylor. We will close registrations as soon as those places are filled. Full details on P3



### **In this issue:**

We advise of the outcome of the recent APF election on this page.

[We comment on recent DET announcements on P2](#)

A call for the final registrations for the [Annual PD/AGM on P3](#)

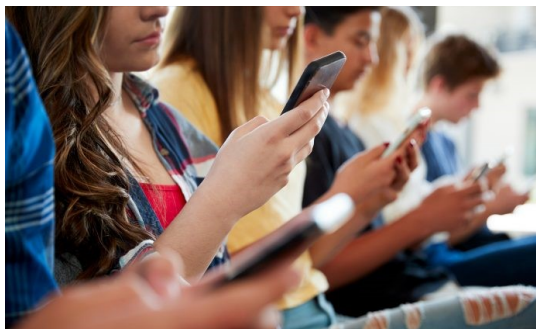
Mark McKelson gives an excellent insight to the recent [APF study tour to Vietnam](#) commencing on P4





### Mobile Phone Ban Implementation

We are advised that a suite of materials to support the implementation of this ban will be rolled out to schools this week. We acknowledge the schools that are ahead of the game in this matter and encourage all schools to adopt the practices that best suit their community. There are valid reasons for exemptions for some students and some classes. There are also very valid reasons for the ban.



### Funding to support hard to staff school and challenging schools



We note that there are 200 x \$50,000 grants available to schools to lure staff to hard to staff, challenging schools which replicates the offers to support Rural and Regional schools with huge cash incentives. There will be a process to demonstrate their need for these grants in an application and we understand that the advertising of the position which attracts this incentive will be very apparent. This may cause people to delay

their staffing process until later than desirable in term 4 causing considerable stress to PCEs. We urge DET to get this process underway ASAP and determine the school and positions to be so tagged rapidly.

### 40 Executive Principals for the States most difficult schools

To date the process to determine the remuneration for Executive Principals has been less than fair and far from transparent. This is a great initiative which we support with 2 provisos. Firstly, that these individuals are paid appropriately and the process to determine the remuneration is fair; Secondly, that they are supported to quickly remove difficult and underperforming staff. The APF is very happy to assist with the salary negotiations for these positions on behalf of members. Please do not sign a contract and then ask the APF for assistance, as it is too late at that point.



### Excessive workload

The APF continues to negotiate with the DET for ways to reduce the workload of PCEs. We expect to have an announcement on this soon.



Podium 2,  
Tooronga Village,  
766 Toorak Road,  
Glen Iris, 3146.  
Tel: 0412 584 002

**Thank you for all  
the new referrals.**

**Note: APF  
membership is  
open to all  
Principal Class  
members,  
including those in  
Acting positions.**



Gemma Naylor  
APF Executive  
Officer

[gnaylor@apf.net.au](mailto:gnaylor@apf.net.au)

Join the APF

[www.apf.net.au](http://www.apf.net.au)

Forms can be  
completed on line.



**REGISTER  
NOW!**

[https://  
apf.net.au/apf  
-agm-2019/](https://apf.net.au/apf-agm-2019/)



superloop

## Abstract

Of all the matters our members deal with, the issues around inclusive education and severe behaviour disorder generates the most stress and pressure. Inclusive education is very complex and yet some of our members have faced the most incredible challenges and found a way forward in the best interest of both the school and the child. The aim of this day is to discover how to find the way forward in this space and share best practice.

Reminding you about the annual PD which is designed to address the most pressing of all issues facing our members. APF members and DET experts are working together to make this a valuable day from which you will take away valuable knowledge and skills. Places are limited. Book now to ensure your place.

# Inclusive Education is Complex

Pathways to Success

## APF Annual PD & AGM

8.30 to 8.55 Registration & Coffee



9.00 Welcome: Julie Podbury, Victorian Branch President

**9.05 Opening Address:** Stephanie Woollard, OAM, Seven Women and Hands on Development: Education of Women & Girls with disabilities in Nepal and study tours for students to Nepal to broaden perspectives through hands on experience. (30mins)

**9.40 Session 1.** Policy Framework Snapshot & Navigating Pathways; Sharon Barry, Todd McBeth. (Data Capture, Knowledge building, Problem Solving) (50 minutes)

**10.30 Session 2.** Working with Parents & Advocates; Best Practice; Frank Handy, Chair, Independent Office (50 minutes)

**11.20 Morning Tea** (15 mins)

**11.45 Session 3.** Case Studies; Neil Cunningham, Brent Heywood (PINs, Staff Wellbeing, Restraint & Seclusion, Facilities, Legal matters, BCBA's) (45 mins)

**12.30 Lunch** (30 mins)

**1.00pm Session 4.** Opportunities; John Mooney, Todd McBeth (Sharing Session. Training of staff, Scholarships, Specialist Schools supporting mainstream schools, Case Studies) (45 mins)

**1.45pm Session 5.** Panel: John Mooney, Emerson School, Murray Geddes, Lookout Centre, Neil Cunningham, Kilberry Valley PS, Georgina Lyell (DET NDIS), Helen Quiney DET Safety, Todd MacBeth, DET Inclusion (each panel member has 5 minutes to talk about their area of expertise relating to their portfolio (30mins).

Panel members are invited to respond to three set questions (15-20 mins) then we open for Q&A (20-25mins) (Total 70 Mins)

**2.55pm AGM** (15 mins) Peter Beckingham, Federal APF President

**3.15pm.** Close, Thank you, Sponsors and Door Prizes

**3.30pm** End

APF Councillors note: A brief State Council meeting will be held at 3.40pm



**Thursday 24<sup>th</sup>  
October, 2019**

200 Huntingdale Road  
Mt Waverley, 3149  
9.00am-3.30pm



**Members \$65**

**Non-members \$85**

[See Map](#)

Parking information: Enter at front gate and park in designated spots. For overflow parking follow the road past the back of the clubhouse.

Note: If travelling by Train, Jordanville Station (Glen Waverley line) is a 9 minute walk to the front door of the club. (36 mins from Flinders Street)

## Contact

Gemma for information

0412 584 002

EMAIL:

gnaylor@apf.net.au

**This is the link to registration and payment on our website.**

<https://apf.net.au/apf-agm-2019/>



TheirCare, your quality out of school hours care provider

Talk to us about how we can make a difference to your School and Community Steve 0438 390 300



## 101 Things you need to know about being a principal, Mark McKelson



### Blog 11 – APF Community Service Study Tour of Vietnam

So we all gathered at Melbourne airport, 14 principals, one partner, 4 tour guides and one APF President. What could go wrong? Well not a lot to be honest, we had a great time and took back some amazing experiences, new friendships and many ideas for our schools. From learning about the perils of human trafficking at Blue Dragon to the sights of Ha Long Bay this was an incredible journey for us all.

We travelled with Antipodeans who specialise in student travel to countries like Nepal, Cambodia, Vietnam and many more. The team gave us an inspiring insight into how student travel can inspire students to make a difference in remote communities and change in our own lives. The Antipodean philosophy is based around ethical travel and teaching the values of resilience, mindfulness and leadership. Any school looking to run an overseas learning experience could do worse than having a chat with Antipodeans.



# Antipodeans

### Top 5 - What did we learn

1. Human Trafficking is real and we need to do something! We spent an amazing morning with the Blue Dragon team to see how they are rescuing and supporting victims of Human Trafficking. We heard from members of the team and the work they are completing along with meeting some of the kids who served us morning tea. There were some heart breaking stories that will remain with us for a long time.



2. One small group of students can make a difference! We visited regional communities in the Mai Chau province and saw first hand the difference Australian Students had made to families in the region. Travelling groups fund-raise, plan and work with local tradesmen to build new kitchens and bathrooms. We visited a group of Western Australian students who had moved 1800 bricks in the morning in readiness for building the walls of the kitchen they were helping build during their stay. No mean feat in 35 degrees and high humidity.

3. Do your Risk Management! Some of the groups who travel



with Antipodeans trek in and out of the villages they are working in. Imagine trekking 15km, working for 4 days and trekking out, that would take some planning. We learnt about real life examples of what could go wrong and how this is managed. We trekked for about 8km in extreme heat and humidity, we were glad we had done some training.



### Support for members

We are here to support and offer advice to all members at any time.

**Julie - 0419 103 664**

[jpodbury@apf.net.au](mailto:jpodbury@apf.net.au)

**Mark - 0418 551 375**

[industrialofficer@apf.net.au](mailto:industrialofficer@apf.net.au)

**John—0407 557 862**

[jimhandley@gmail.com](mailto:jimhandley@gmail.com)

Ring us direct



Mark Arkinstall  
APF Industrial Officer

**"It's important to dig deeply for understanding because we as teachers are so familiar with the content that we may lose track of how difficult it is for students to grasp the content. This phenomenon, called the expert blind spot, can be avoided with savvy prediction about where students might get stuck."**

Jaunine Fouché in "Predicting Student Misconceptions in Science" in *Educational Leadership*, September 2015

Quote from  
Principal's Digest

# The industrial organisation for the Principal Class

4. Ditch your plastic bags! Whilst kayaking through the glorious Ha Long Bay we paddled straight past a plastic bag floating in the ocean. How can this happen? Here we are kayaking in one of the most beautiful places on earth and we see that. It was a stark reminder that we all have a responsibility for change.



5. Travelling with a group of colleagues is an amazing experience. We had representatives from all over Victoria, from Mark Reeves in the Alpine School to Michelle Wilson at Sebastapol and Sherril Duffy at Beaumaris North we had all bases covered. There was some fantastic professional dialogue and many invitations for school visits handed out on the trip.

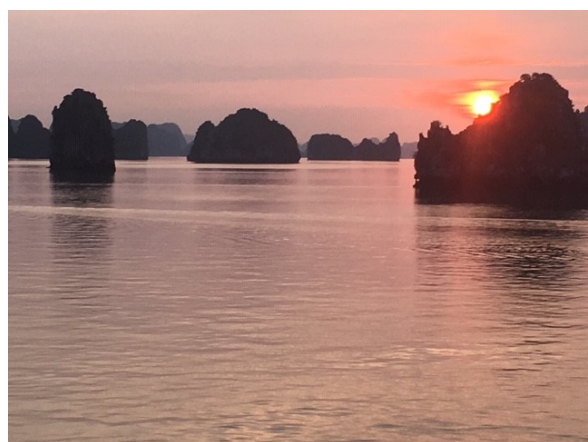
### Top 6 – Experiences

1. Trekking through Mai Chau. The guides took us through rice paddy fields that were hundreds of years old. I could only compare it's beauty to the Swiss Alps, it was stunning. And I'd recommend the accommodation at Sol Bungalows to anyone venturing out that way.

2. The food. We were treated to banquets and buffets till our eye balls popped out. Many of the team will be doing an extra gym class or two this week.

3. Hanoi. We spent three nights in Hanoi and got to enjoy the local culture from Aerobics by the lake in the morning to the night markets, there is always something going on in this city.

4. Ha Long Bay. The plastic bag affair aside, this is one of the most beautiful places you could ever visit and we recommend having a night



on Athena cruises if you like the finer things in life.

5. The laughs on the bus. President Julie was probably an easy target the first few days, but gave as good as she got. Once we all settled and relationships formed there was a lot of fun to be had.

6. This was everything the trip promised to be. A great learning experience, a look at opportunities for student travel and a many new friendships formed. 'A Dong of Principals' have never had such a good time.

APF Member, Mark McKelson, has been a member of the principal class at a number of schools across Victoria. He is currently based at Camberwell South PS. He is writing these "blogs" based on his experiences, in support of new or acting principal members of the APF, and has endless topics that he will write about which will appear in future issues of the Vic Branch, APF Newsletter.



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Mark Arkinstall  
APF Industrial Officer

**"When we go into a classroom with a preconceived notion of what instruction should look like, we often miss really fantastic teaching going on. It's not about the practices as much as it's about how those practices help students learn. I've seen teachers do everything 'right' and students are still disengaged or confused. Focus on the students. What are they doing? How are they learning?"**

Robyn Jackson in "Turn and Talk" in *Educational Leadership*, March 2019

Quote  
from Principal's  
Digest

## The industrial organisation for the Principal Class