

# Australian Principals Federation

## President's Message—Julie Podbury



### COVID-19 Term 2, 2020

This school term will be unique in our careers in education. It will be something educators and students alike will talk about in years to come as an immense challenge that we faced together. While it is too early to say that we have won this challenge, it is looking very much like we may have done so. This has come from an immense sacrifice from all of us. Most members of the Principal Class spent the entire term break preparing for the likelihood of remote and flexible learning in Term 2. This was confirmed by the Premier on Tuesday 7th April, but it was not until after 9pm on Thursday 9th that DET communications in relation to this started to roll out. While it was an enormous amount of information, it meant that most Principal Class, already burnt out from the previous term and no break, had to double down for the entire Easter period to ensure that they were ready for students on Wednesday 15th for T2.

My phone ran hot for the four days, and to their undying credit, senior DET officials were available for queries night and day. You all need to be congratulated for what you have achieved, with some schools implementing technological advances they expected to achieve in a year or two, in the space of a few weeks. I have heard incredible tales of exceptional teachers and outstanding leaders who have pivoted to transform their practice, doing everything in their power to ensure valid and effective education is occurring. The majority attitude is positive with a “can do” approach. There has been some challenging behaviour from a small number of parents that continues to cause a great deal of stress and anxiety for our members. If you need help coping with this please make use of the Early Intervention Program, which really makes a difference in your capacity to manage such stress. See details later in this newsletter on P5.

I want to finish this message with a tribute to Prof. Brett Sutton, the Victorian Chief Health Officer, who has shown unequivocal leadership and provided clear and uncomplicated communication throughout.

I sincerely hope that from the start of term 3, if not before, we will be able to move towards a more conventional style of education. However when we do resume we will have all learnt a great deal about our capacity to work together to win a war against the odds in the fight with an invisible enemy. Well done to all of you!

---

**We have a very special offer in this newsletter. One of our supporters, Superloop, is offering 6 months of free internet connection for 5000 disadvantaged families. Details to later in this newsletter on P4.**

---



### Talk for Life Trailer on YouTube, Kevin Mackay, APF Councillor

<https://youtu.be/n7jsyJq6Sak> This link takes you to a remarkable video about the work of Jenny Mackay, Assistant Principal, at Dandenong North Primary School. The documentary presents a compelling case for English as Another Language program for NESB children in mainstream schools and captures the complexity, passion

strategies and commitment that coalesce to create such an exemplary program in a Victorian FISO Exemplar school.

This an Amel Tresnjic production: DNPS & Brave Archer films®

### In this issue:

We provide Information about North Dandenong PS, **Talk for Life** Trailer on YouTube.

On [P2 John Handley discusses the importance of the 3R's](#) in schools in this term above all others. Relationships, Relationships, Relationships.

Hear APF Councillor, [John Mooney on the ABC's Conversation Hour](#). Link on P3.

[Updated OHS information](#) re COVID-19 on P3

[A very generous offer from Superloop](#) for disadvantaged families re Internet access and NBN installation. P4

Updated information re Principal Health & Wellbeing programs that you might need now.

[Mentoring](#)

[Early Intervention](#)

**APF Website**

<https://apf.net.au>

Members only sections requires log-in. This is the same as was previously used.

If you need this information please text Gemma, Julie, Mark or John. Gemma available to respond Mon, Thur & Fri. only.



## Relationships, Relationships, Relationships, John Handley

As we continue to navigate the challenges presented by the impact of COVID-19, it's timely to stop and reflect on how we are leading our schools – our staff, our students, our parents and our community.

Certainly, the challenges that have been highlighted in recent newsletters are being met in a variety of ways across the various sectors and settings of our system. Anecdotally there are many examples of first - class adaptation to this 'new normal', with most of these occurring whereby Principals and their Leadership teams have taken the initiative to design what's best for their context.

The documentary support for schools provided by DET has been seen to be useful, and the leadership and clarity of messaging shown by Premier Andrews has been greatly appreciated.

The fact that the most telling positive has been this messaging from government through Premier Andrews, Minister Merlino, Minister Mikakos, and Chief Health Officer Sutton, speaks volumes for the power of effective communication. Each has consistently demonstrated compassion, understanding of the complexity of the situation for schools, and conveyed clear, consistent messaging.

For Principals and school leaders this is a reminder of the importance of staying connected to our communities. And continuing to communicate concise, consistent, compassionate messages that, in spite of the range of challenges, through working in harmony we will continue to provide the best possible learning opportunities for our students.

School context, (size, sector, location, ethnic mix, SFOE, accessibility, etc), is highly variable across our state. There is no one size fits all approach that works. Yet one common thread is the importance of keeping each of us connected, feeling valued and supported. This presents us with opportunities to reflect on how best we might do this.

Again, context is important. It is impracticable for a Principal of a school with 150 plus staff to individually phone every staff member every day or two. For secondary school teachers with upwards of 150 students in their classes, it is impracticable for similar individual daily contacts. But it is possible to establish internal networks to ensure regular 'touching base/checking in' occurs. There has been the opportunity for schools to have established devolved leadership responsibilities with the specific purpose of maintaining connectedness. And providing opportunities for capacity building, nurturing and leadership growth – a practice for those schools that is enhancing the 'sense of community' for their schools. This connectedness enables each school to better identify their challenges, become more solution focussed, and most of all value the engagement of each of their employees. For smaller schools this hasn't been as big a challenge.

Similarly, schools are establishing, often via their school communication packages such as COMPASS, practices of regular communication with parents and students. Communication is often about the learning, but is also about reinforcing the messaging that it is a collective challenge we are wholeheartedly embracing; being positive, yet accepting of peoples' anxieties and concerns.



As we progress further through this pandemic crisis, schools that have focussed on establishing well organised program delivery and people management practices that are inclusive, well messaged, and valuing of the individual are more likely to have maintained healthier well-being of their communities.

Should Principals need further support it's good to remember the APF is here for you!



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

***If you change schools, home address or credit card, please let us know.***

***\* NOTE: Monday, Thursday & Friday are my APF working days. If you need assistance on Tuesday and Wednesday, text Julie, Mark or John direct please.***



Gemma Naylor  
APF Executive  
Officer

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

Join the APF

<https://apf.net.au>

*Forms can be completed on-line.*



### **John Mooney, Principal at Emerson School, APF Councillor**

John spoke about the changes going on in schools in an interview on the ABC Radio last week on The Conversation Hour. His passion and positivity is inspiring.

<https://www.abc.net.au/radio/melbourne/programs/theconversationhour/the-conversation-hour/12135184>

Interviewed by Richelle Hunt, the interview with John commences at 28.10, although it is well worth listening to the entire broadcast.

<https://www.education.vic.gov.au/about/department/Pages/coronavirus.aspx>

**[Transition to Flexible & Remote Learning](#) Important links from DET**

### **New support available for Principals to manage OHS for COVID-19**

With the fast-changing and large volume of information about managing COVID-19, it can be difficult for our members to efficiently identify the right supports and current advice relating to OHS issues.

The APF is pleased that DET's new Employee, Health Safety and Wellbeing Division has refocused their Intensive OHS Support program towards COVID-19 for Term 2 for all schools. It had previously been focused on small primary and secondary schools setting up their OHS Management System, with very positive results. This term it is being rolled out to all schools with a focus on COVID-19 risks.

DET has developed a [Safety Management Plan](#) that applies to all schools. It identifies key risks and links to guidance for the recommended controls. Schools do not need to update the Plan themselves. DET's OHS Advisory consultants and regional officers will be contacting all schools in the next few weeks to see if an individualised plan is required. They'll also be helping with local OHS consultation if required, monitoring **eduSafe** reports to provide proactive support, and conducting a central consultation process to complement local consultation and implementation.

DET has also created a [COVID-specific page on the OHS Management System](#) to ease navigation to the key policies and issues.

We are advised that immediate support is also available if you need it, via contacting DET's OHS Advisory Service via phone 1300 074 715 or email: [safety@edumail.vic.gov.au](mailto:safety@edumail.vic.gov.au)



### **A United Front**

We are not at war but we are facing dangerous risks to our lives and our futures. We too have seen the wonderful response of so many members of our community. This often strengthens at times of crisis as we applaud and appreciate our doctors and nurses, our supermarket workers, the support from our neighbours and all the unsung heroes who have got us through.

The real test for us is whether this feeling of unity will be sustained when the threat subsides.

I hope so because the strength of (our schools\*) comes from the united efforts of us all. How we work together will determine for all of us how bright our future will be.

Acknowledgement: Matthew Syed, The Sunday Times, April 12 2020 \* APF Edit



### **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**

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

**Ring us direct**

### **Conflict of Interest**

This issue is still causing concerns for some of our members. If in doubt please ring to ask for advice.

I am happy to come to Network or other meetings to present to you on this topic.

Please email me or ring to discuss.



**Mark Arkinstall**  
APF Industrial Officer

**Mark - 0418 551 375**

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

**A generous offer from Superloop.**



In summary, Superloop are making available an NBN plan for \$0/month for 6 months for disadvantaged families with children at school through this crisis. The offer is for 6 months of a free NBN service. There are various qualifications for this (details in the first link below) but I am sure for some of the families in your community this could be a really big benefit. The online details are available at [this link](#) and the press release is also online [here](#) is the sign up page.



**Role of the APF:**

**Industrial Relations 101**

At the APF consistent with industrial relations '101' we are concerned with matters such as your salaries, classification, entitlements, protections, contracts of employment and amongst other matters, the manner in which you are assessed and the consequences thereof.

Further, your access to industrial and/or legal advice, advocacy and support in relation to matters of discipline, conflict resolution, conflict of interest, complaints and/ or performance.

**Industrial Relations 102**

Industrial matters arising from the management and implementation of one's professional role. Specifically as a function of the Principal Class Employee interpreting and performing their accountabilities and obligations as defined by their contract of employment; the operation of industrial agreements, Ministerial Orders and the changing compliance environment determined by legislation, regulations and policy.

**Superloop launches "Online Learning Plan" for \$0 per month until 30th September to assist with online learning during COVID-19**

National broadband provider [Superloop Home Broadband](#), is offering \$0 home broadband services for up to 5,000 disadvantaged Australian families to assist with online learning during the COVID-19 crisis.

Named the "Online Learning Plan" offers households with a school-age child that are receiving Jobseeker Payment or Family Tax Benefit Part A or Part B, not connected to the NBN access, but with an address covered by the NBN fixed-line network, access to a 25/5Mbps NBN service free for 6 months with \$0 installation fee.

Superloop CEO Drew Kelton said "There are so many families struggling out there due to COVID-19 that have NBN available, but just can't afford to upgrade to it due to economic hardship. With remote learning expected to continue in the coming weeks and months, we want to help more families get access to world class broadband. NBN has supported all Registered Service Providers to help households that are struggling and Superloop will further support this important initiative by absorbing all the backhaul, internet access and support costs so disadvantaged families can get a \$0 service."

Superloop Founder and Chairman, Bevan Slattery added "I've been pretty vocal in seeking the support of the NBN to deliver a "broadband backstop" for disadvantaged Australians. I'm delighted they have delivered and I'm equally delighted that Superloop is able to do our part in helping many young Australians enable their remote learning over the next 6 months. I'm glad to be the first, but am hopeful more RSPs will follow our example."

To be eligible for our Online Learning Plan, applicants must:

- have a member of the household receiving the JobSeeker Payment or Family Tax Benefit Part A or Part B;
- have a school-age child living at their address;
- be at an address covered by the NBN fixed-line network; and
- not currently be connected to the NBN network at their address.

To apply, simply visit <https://superloop.com/education/> and complete the signup form entering the promo code "COVID19" on signup. The 25/5 unlimited service (typical evening speed 22/2Mbps) will remain at \$0.00 a month until 30 September 2020. From 1 October 2020, the plan fee will return to \$64.95 a month unless you cancel. You may cancel at any time, and no minimum term contracts apply. Offer applies to the first 5,000 applicants and T&C are available on the website.

**ABOUT SUPERLOOP HOME BROADBAND.** Superloop Home Broadband is a leading provider of home broadband services throughout Australia and a division of ASX listed Superloop Ltd. Superloop Home Broadband provides services to over 30,000 Australians via NBN and also a last mile wireless service throughout South Australia. <https://www.superloop.com/consumer/home-broadband/>



**\$0/MONTH ONLINE LEARNING PLAN FOR DISADVANTAGED STUDENTS\***

\*Eligibility criteria and Terms & Conditions apply. See [superloop.com/education](https://superloop.com/education) for details.

USE CODE  
**COVID19**  
[superloop.com/education](https://superloop.com/education) 4

## Principal Health & Wellbeing initiatives that you might need NOW!

### Principal Mentoring

The service described below can be incredibly valuable for you at any time in your career. These individuals can also assist you if you find yourself the subject of an investigation, and can provide amazing support as a colleague.

Principalship requires knowledge and know-how in an almost unprecedented range of disciplines – from pedagogy and data analysis to literacy, procurement and counselling. The principal role is exciting, unique and challenging.

The Department of Education and Training understands that this is a difficult time for all school principals, and particularly challenging for those who are new to the role.

The Principal Mentoring program is part of the Department's Principal Health and Wellbeing Strategy. The program links principals with trained mentors, who are highly skilled retired principals and educational professionals. Mentors partner with their mentees to share their expertise and provide support, acting as sounding boards and trusted advisors.

Participants can access up to 12 hours of mentoring support, with the service being confidential and fully subsidised for Victorian government school principals.

As your wellbeing is our priority, Bastow is partnering with Kaya Consulting to ensure that mentees are contacted within 24 hours of registering their interest to be expertly matched with a suitable mentor.

#### How to register

To start the mentor matching process, click on this [Register now](#) link. Please answer as many questions in detail as you can, as this form is used to assist with the matching process.

#### Program contact

Sinead Wilson  
(03) 8199 2986  
[sinead@thekayagroup.com](mailto:sinead@thekayagroup.com)

### Early Intervention Program

The Early Intervention Program assists all principal class officers to identify and address emerging and existing health and wellbeing issues. This confidential program aims to provide early support for emerging health and wellbeing risks to prevent them from escalating into more serious health concerns. The program can be used to address work and non-work related matters (excluding Workers' Compensation claims).

An allied health professional case manager is assigned to each principal providing one-on-one support throughout the duration of the program and assists principals to access services from qualified health providers of their choice.

The Department of Education and Training will reimburse the cost of these services at a pre-approved rate.

The available health and wellbeing services include:

- psychological services
- physical therapy services
- dietetics
- financial services
- other services, assessed on a case-by-case basis, that will improve principal health and wellbeing.

#### When to Access

The Early Intervention Program is ideal to access if you:

- have a pre-existing injury or health issue that needs to be addressed and managed (excluding Workers' Compensation claims)
- have been exposed to potentially challenging incidents in your school that are starting to impact on your personal health and wellbeing
- require support with potential non-work related challenges that are impacting on your wellbeing and wish to access a range of treatment services that are tailored to your needs.

#### Eligibility

All principal-class employees can access these services. This includes acting principals, liaison principals, and assistant principals.

To access the Early Intervention Program service, contact Injurynet: Phone: 1300 090 924 Email: [prinsupport@injury.net.au](mailto:prinsupport@injury.net.au)

For more information, see: [Early Intervention Program – Frequently Asked Questions \(PDF\)](#)

To speak to someone within the Department, contact: Lisa Fitzpatrick, Phone: (03) 7022 0912 [fitzpatrick.lisa.a@edumail.vic.gov.au](mailto:fitzpatrick.lisa.a@edumail.vic.gov.au)