

# Australian Principals Federation



## President's Message—Julie Podbury

### Term 4 begins with hope!

Tomorrow we return to school in one form or another. Metropolitan, Regional and Specialist Schools have varying restrictions. The [T4 Operations Guide](#) and the email from David Howes dated 17th September are your best resources. I hope that metropolitan students 7-10 can return to their own classes as soon as is possible. The impact of the prolonged absence is having on the wellbeing of some students, parents and staff is devastating.

I have had a number of calls from members in respect to staff claiming that they are immune compromised and have a medical exemption from attending on site. After following up with DET, Schools and Regional Services, I can confirm the following advice that I have been providing to members.

1. Immune compromised staff are exempted from attending on-site. DET continues to be concerned about the health of these more vulnerable staff, under the current advice. The definition is attached to this newsletter for your convenience. While dated April, 2020, it appears to remain unchanged.
2. If you are concerned about the validity of Medical certificates from staff claiming to be immune compromised then the School Medical Advisory Service can assist.

Telephone: **1300 031 057** or email to: [DET@injurynet.com.au](mailto:DET@injurynet.com.au)

1. Once school returns you will need to use CRT's to cover classes of those absent teachers. I am assured CRT budgets are underspent for 2020.
2. Where staff need to work from home, many schools have experienced the use of teachers in one to one, or small group sessions with the remote teacher (and students placed under visible oversight of someone in the school) for intensive catch up. Schools have developed a range of ideas that they are employing to make the most of the circumstances. Send your ideas to us and we will share them with other members.

## Annual Professional Learning event and AGM

### COVID-19, Supported Inclusion & Magic

**Thursday 22nd October. 10am-1pm**

We will be closing registrations to this event at 4pm on Wednesday 16th October. We have a few dozen places remaining. **I urge you to attend for five reasons.**

1. **Stuart Taylor is a brilliant presenter** and his **relevant message is vital** to us all as we return to a more normal workplace post remote learning
2. **Loren Peavey's story is important** for us all to hear in terms of part of **DET's plans for our inclusion students and their education**
3. **You could win a Cosentino Magic Workshop for your school** valued at \$2500
4. We will have an opportunity to **discuss the VGSA 2021 Log of Claims** & the process
5. Lastly, I am stepping down from the role of President at the end of this year and I would like to have the opportunity to say goodbye to you.

**All the details follow on P2. Please register today.** Once registrations close you will be sent details of the Agenda, the Zoom address and any other important information you will need.



#### In this Issue:

This first page provides some advice around the **management of immune compromised staff.**

**A reminder of the need to register** for the Professional Learning event, which incorporates our AGM obligations.

Details of the **benefits of your involvement in the PL event** are listed on P1, with details of the guest speakers on P2. This will be my last such event, so I would be really pleased to see you there.

On P3 there are details of the **Recruitment Online improvements.**

**APF Website**

<https://apf.net.au>

# The Union exclusively for the Principal Class

## Annual Professional Learning event (& AGM)

### COVID-19, Supported Inclusion & Magic

Thursday 22nd October. 10am-1pm



This is virtually the best PL you have not had to leave school or home to attend in 2020.

### Guest speakers

**Stuart Taylor CEO & Founder, Springfox, The Australian Workforce Response to COVID-19: A call for courage, connection and compassion.**



Founded in 2003 by Stuart Taylor (as the Resilience Institute in Australia), our mission has always been to help our clients sustain and accelerate human performance through improving resilience. We enable people and organisations to thrive with resilience, agility, sustainability and compassion.

Since then, thousands of executives and professionals in corporations and the education sector across Australia and the world have engaged in our blended programmes including resilience assessments, learning labs, webinars, executive coaching and our world-class resilience digital solution.

There is no doubt that COVID-19 has shaken the foundations of our society and economy. We are all affected—whether that be on our mental well-being, physical health, personal and professional relationships or on our financial security. Based on research conducted by Springfox, the insight provided in our presentation will help pave the way forward both on a personal and a broader organisational level.

**Loren Peavey, Principal, Greenvale North West PS, a Supported Inclusion School. Loren will talk about this new type of school she is developing and its relevance to all other schools.**



Loren is passionate about improving the life opportunities for all children, regardless of their birth circumstance and know that through a quality education every child can be whatever they want to be, take control and live a fulfilling and joyful life.

She has now commenced on a new and exciting journey as the Foundation Principal for Greenvale North West Primary School (Interim name) a Supported Inclusion School, which will open its doors Day 1 of 2021. A school that has been created using Universal Design Principles to meet the needs of all learners. The school has the capacity to fully integrate in the learning environment up to 10% of the school population with Mild to Moderate Intellectual Disability. This is an exhilarating challenge which makes her excited about the future of education for all learners.

**Celebrity Guest—Cosentino, demonstrating his new Virtual School of Magic.**

It has always been a dream of Cosentino to have his own Magic School and help students discover their passion. Being an unemployed artist because of COVID, has given him time to set up his Magic School and make this goal a reality.



Schools are looking for wellbeing activities for students during this remote learning period and beyond. The Cosentino School of Magic is an amazing whole school activity, that really helps students' self-esteem and confidence.

**Attendees will need to register through our [website](#) via this link to be in the draw to win a Cosentino School of Magic Workshop for your school, valued at \$2500 (plus GST)- Sponsored by TheirCare.**

**Members, No charge, Non-members \$50**

Thank you to **Theircare** and **Cyberhound/Superloop** for their support for the prize and staging for this event.



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

*Many more  
new members!  
Thank you for  
advocating for  
the APF!*

*Remember my  
APF days are  
Mon, Thurs & Fri*



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.*



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

## Recruitment Online Improvements

**On Sunday 27th September**, the new Recruitment Online Applicant Portal was transformed into an intuitive, easy to navigate and much more user-friendly portal.

**New features include** streamlined job alerts, guided step by step process, optimisation on all devices and the ability to access the portal internally via eduPay (Employee homepage > Careers > Schools jobs) or externally by browsing online.

**Support information is available** in the eduPay reimagined [library](#) including quick and easy video guides - [internal applicant](#) and [external applicant](#), [Frequently Asked Questions](#) and Quick Reference Guides - [Job Search](#), [Apply for Job](#) and [Applicant Job opportunities](#), as well as [HR Web Support](#).

The APF is very happy with this progress, taking the clunky HR features from horse and buggy to sleek roadster.



### 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

## Skills that make great leaders.

### 1. They clarify the complex.

"They can communicate very clearly and succinctly—usually with short words and short sentences—and even on complex issues. They've developed the skills necessary to really get to the heart of things."

Joseph L Badaracco

### 2. They embrace new thinking.

"They resist distilling their work into just one thing! Excellent leaders see nuances, contradictions, possibilities for error, counter-trends, and opposing views. In short, they listen, include many viewpoints, learn from critics, and remain aware that trends could shift quickly. And then they are better armed when they act quickly and decisively."

Rosabeth Moss Kanter

### 3. They balance confidence and humility.

"Great leaders have the ability to act decisively and with confidence to inspire their team while simultaneously displaying a humility that respects and encourages their team's best efforts. They're great learners that view successful outcomes as both achieving specific objectives and improving their organisation's ability to deal with its next wave of challenges."

Chester A Huber

### 4. They unite employees around a mission.

"Effective leaders communicate the organisation's objective function—what are we trying to accomplish, what's the definition of victory, how should we measure our success—constantly and broadly within their institution. That ensures alignment and allows them to delegate responsibility for designing and implementing plans to achieve those ends to the maximum degree possible."

Joseph B Fuller

### 5. They set high standards.

"The answer to this question has proven to be relatively timeless in spite of all of the more recent pronouncements. The classic Handbook of Leadership has defined the effective leader as someone 'who sets high standards and expresses caring.' Virtually all written since this articulation has proven to be a variation on this theme."

Leonard A. Schlesinger

### 6. They avoid distractions.

"They focus!"

Rebecca M Harrison

Acknowledgement: Views of Harvard business professors by Danielle Kost in Working Knowledge, January 2020, Harvard Business School...published in Principal's Digest, September 2020

## 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 Online meetings to present to you on this topic.

Please email me or ring to discuss.



Mark Arkinstall  
APF Industrial Officer

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