

Australian Principals Federation



President's Message—Julie Podbury

Report from our PD/AGM

Given the virtual format we were thrilled with the event and had over 200 registrations and we packed a huge amount into the three hours. Stuart Taylor was magnificent, and so relevant for us in our role as school leaders, and his presentation was deeply engaging. Loren's presentation was very informative and Cosentino was brilliant. Thank you all for your kind and humbling comments regarding my departure at the end of the year.

Congratulations to Cheryle Osborne, Aspendale Gardens PS, for winning the Cosentino Virtual School of Magic, for her school. The prize valued at \$2500, was supported by **TheirCare**.

At this event I was proud to name the individuals stepping into the Acting President roles for the Victorian Branch and Federal Office. **Tina King** is the Acting President elect for the **Victorian Branch**. **Chris Chant** is the Acting President elect for the **Federal Office**. Congratulations to you both; I am thrilled with your selection. Both Tina and Chris introduce themselves in this issue.

Stuart Taylor wrote in Linked-In

It was a pleasure to present a keynote today on Resilient Leadership at the [Australian Principals Federation](https://apf.net.au/) AGM hosted by APF President Julie Podbury. <https://apf.net.au/> For all Principals, Springfox works with schools nationally around building resilience at a school, staff and student level. Please let us know if you would like support for your PD days or more customised interventions. See link here. https://lnkd.in/dhj2d_X As shown in the Springfox COVID research, the education sector has been significantly challenged in 2020. This is surely a time for resilient leadership to successfully complete 2020 and be afresh for 2021. See research here. [#leadership #principals #resilience #schoolleadership #COVID](https://lnkd.in/gWgvENV)



Resources for all members from Springfox.....if you missed the presentation.

Further Reading: [View/download the Springfox White Paper, 'Building Resilience'](#) for more information on the concepts covered in your session.

Easy Listening: We invite you to browse and listen to episodes of our podcast [resilience real-time by Peta Sigley](#) at your leisure.

Self Care: For confidential advice, assistance or information specific to your situation, contact your **GP**, your **EAP provider** or alternatively [view/download a list of external support](#)

COVID-19 Study: [View/download 'The Australian Workforce Response to COVID-19: A call for courage, connection and compassion'](#) to read the full report referred to throughout the session here.

Visit springfox.com or contact Springfox Programme Manager, [Catherine Mills](#) for more information on your areas of interest.

Snapshots from The President's Speech from the AGM..... This COVID-19 year and the challenges it has brought in education across the country has also allowed us to connect to our colleagues nationally & at state level in ways that had not been either possible or considered previously. This marks a change for the way things will happen into the future. While live events will happen, there must always be a way for our colleagues for whom the tyranny of distance was an impediment in the past, to participate in everything in the future. Time is incredibly precious for members of the Principal class and while connection to our colleagues is important for our wellbeing and professional growth, this must be balanced against the workload.



In this Issue:

We have packed a fair bit into these five pages.

On this page there is a very brief **conference report**, and nomination of the **new Presidents elect for Victorian Branch and the Federal Office**.

The information provided by **Stuart Taylor** from his AGM presentation is gold.

There is a link to a full script of the **President's speech** from the AGM on P2.

Presidents elect, **Tina King and Chris Chant** touch base on P2 & 3.

A member seeks your help in finding **ELIC resources** on P3.

Some information on the **tutoring program** on P3 & 4.

Mark McKelson, talks about Friends Without Benefits on P5.

APF Website
<https://apf.net.au>

We need to give people the choice of physical or virtual attendance to all events with DET and other stakeholders into the future.

.....On a more positive note.....We have done some amazing work over that 5 yearsI know many members the bureaucracy and regional leaders have told me they are deeply grateful for the input of the APF and the role we play in schools which is not divisive but supportive and solution focussed.....

.....I am deeply grateful for the opportunity to work with Gemma Naylor EO, Mark Arkinstall IO, John Handley Adviser, as well as David Finnerty and Ian Sloane. I am grateful for the very solid backing of the Executive, Vice President, Andrew Cock, Treasurer, Wendy Powson, Phil Rogers, Steve Durkin and Meagan Cook and for the endless support of our State Council. I must also thank my long-suffering husband Paul for his endurance through my role as President and for being my editor.....

[The full speech is on our website.](#)

Tina King, Acting President elect -Victorian Branch



It is with great excitement and anticipation that I assume the Acting Presidency of the APF (Victorian Branch) commencing January next year. My affiliation with the APF began 24 years ago when I first became a member. For the last two years, I have had the pleasure of serving on State Council and it is here I witnessed first hand the dedication, commitment and strong fellowship amongst colleagues. This inspired me to assume stronger advocacy and support for colleagues, thus the motivation and inspiration to undertake the role.

I have been most fortunate to have served 33 years in the state government education sector, with 27 years in the Principal Class. Whilst my tenure has been predominantly in the Northern Region, with such a long and extensive career, I have forged many connections across regions.

I value leadership that values people. As a long serving principal, I have first hand understanding of the needs of members and challenges faced. Lending a sympathetic ear and being accessible 7 days a week, day and night are essential dispositions for the role.

Excessive workload, loss of autonomy and our health and wellbeing are critical issues that must be addressed in upcoming EBA negotiations. I pledge to work with those at the highest levels in DET in order to continue building on the trust they have in the current leaders of the APF. Our continued focus and commitment is to work with the system that is mutually respectful and delivers appropriate reward to Principal Class employees for the work undertaken.

It is important to take this opportunity to acknowledge the great work already undertaken by the APF. Julie Podbury has simply been exemplary in the role of president and her commitment and dedication has been nothing short of admirable and praiseworthy. Julie has worked tirelessly and collaboratively with an amazing team of dedicated individuals who share the same common goals and purpose. There is no doubt that Julie's support and activism for members has seen no boundaries.

I look forward to continuing to serve our members in the manner Julie has with the ongoing support and collaboration of a wonderful team of people – our Executive Officer Gemma Naylor, our industrial officer Mark Arkinstall our advisor John Handley and members of the Executive and State Council.

Please do not hesitate to send an email if I can offer any assistance and support. I look forward to working and meeting with you all. Tina.King@education.vic.gov.au



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

***Thank you for
advocating for
the APF—our
membership
growth is
fantastic.***

***From the start of
December I will
be full time with
the APF.***



Gemma Naylor
APF Executive
Officer

gnaylor@apf.net.au

Join the APF

<https://apf.net.au>

*Forms can be
completed on-line.*

Chris Chant—Acting President elect—Federal Office



Chris is the Executive Principal of Caulfield Junior College.

“Being an APF member is important.

Taking on this role as the President will allow me to support the challenging work undertaken by my colleagues.

It is an opportunity to represent the interests of Principals across the country, promote our work and highlight the importance of significant educational leadership locally, across the states and nationally.

I look forward to this work from the start of next year and hope to catch up with many of you in person once we can get ourselves back to whatever the new normal will look like.”

chris.chant@education.vic.gov.au



Support for members

We are here to support and offer advice to all members at any time. If you are concerned about a colleague, please let us know.

Julie - 0419 103 664

jpodbury@apf.net.au

Mark - 0418 551 375

industrialofficer@apf.net.au

John—0407 557 862

jjmhandley@gmail.com

Member needs help! Do you have the ELIC series of booklets?

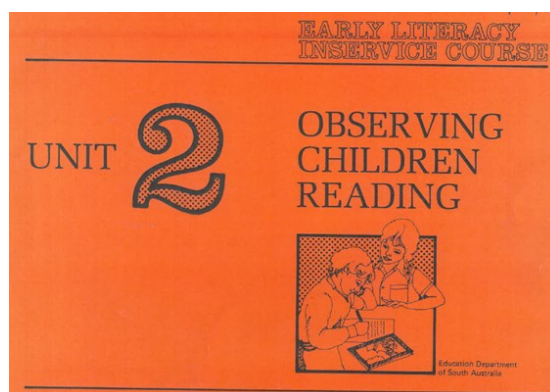
If so, I would like to hear from you, even if you don't have them all.

Loretta.Piazza@education.vic.gov.au

The Early Literacy Inservice Course (ELIC) was conducted in the Northern Region around the mid 1980s for classroom teachers in primary schools and was based on work done in South Australia and New Zealand.

There are ten units:

1. Young children learning language
2. Observing children reading
3. Interpreting and using running recorder
4. Matching children with books
5. Encouraging reading development
6. The writing process
7. Children's writing development
8. Encouraging writing development
9. Teaching writing
10. Making programming decisions.



KEY QUESTIONS FOR A MORAL DILEMMA

Ask yourself the following questions when faced with a difficult ethical decision:

Would you be comfortable having this choice, and your reasoning behind it, published on the front page of your local newspaper?

Would you be comfortable having your decision serve as a precedent for all people facing a similar situation?

Would you like the person you saw in the mirror after making this decision? Is that the person you truly want to be?

“Building an Ethical Career” by Maryam Kouchaki and Isaac Smith in

Quote
from Hippocampus,
an email publication of
Principal's Digest

Tutors—some guidance.

This information in the next para comes from a recent principal's meeting in one of our regions, and some of the numbers don't make a lot of sense to me!

A very rough funding guideline is: 2 hrs per week for 5 students, covering 12% of students for a semester, funded at about teacher level 2.3. They are working through the funding formula so take that as a very rough guide and there will be a significant SFO effect. The base for all schools in the state is \$15,000.

Tutors—some of the nuts and bolts.

As you know, as part of the eduPay reimagined 2020 initiative, DET recently transformed Recruitment Online's Applicant Portal into an easy to navigate, intuitive and user friendly portal – for both applicants and recruiters. Just in time for the Tutoring in 2021 program! The Applicant Portal is the main star for the Tutoring in 2021 program and will feature heavily over the coming months from 13 October, with The Premier's media release, ready for Tutors to

commence onsite for Term 1 on 29 January 2021.

Following the initial pre-registration, candidates have been invited to register for a job opportunity in the Applicant Portal using the Role 'Tutor', by 8 November 2020. And so far, DET has had a great response.

DET will be using existing systems that you're already familiar with for your selection and onboarding process. While the Applicant Portal is for sourcing, the Recruiter Portal is for selection and prepare for hire, and onboarding into eduPay via manage for hire.

The Recruiter Portal will provide information on who is interested in coming to your school, how you can shortlist the number of candidates, and who is ready to start (WWC/VIT registrations etc).



Over the coming weeks, HR staff at DET will be working closely with a selection of Principals and Business Managers from Primary, Secondary and Specialist schools to fine tune the existing job opportunity search. These changes will allow you to filter and sort on the fields that are most relevant to you and your school, enabling you to choose the most suitable candidates, and ensuring the shortlisting, selection and onboarding process, is as efficient as possible.

While DET staff understand it is one of the most challenging times of the school year, there is an undertaking to ensure you have all the relevant [support information](#) available ASAP, to assist you with this process.

The challenge of masks in education.

"In ordinary times, teaching is a never-ending struggle to decide what to say and what not to say, when to push and when to back off, when to continue a lesson and when to move on. But how, in our present world, does one make such judgments? How does one read the body language, facial expressions, and social cues of children wearing masks and sitting 2 metres apart, or peering through laptop computers? There's no guidebook for teaching in a pandemic. This will be a year of dizzying uncertainties, and teachers will need all the resources and supports we can give them."

Rafael Heller in "How Will Teachers Manage to Teach This Year?" in *Phi Delta Kappan*, September 2020

SHOULD TEACHERS WORK AT HOME OR IN SCHOOL?

Pros and cons of schools giving remote instruction, with teachers working from their empty classrooms:

Advantages – In school, teachers have ready access to teaching tools, technology and a robust Internet connection. Going to school every day also creates a boundary between work and personal life. During live video lessons, students get a sense of normal classroom life rather than their teachers' living rooms. Having educators in school makes in-person professional meetings possible.

Concerns – Working with other adults in a school building, even with social distancing and meticulous disinfecting, poses a risk of infection; this is especially worrisome for educators who are more vulnerable to Covid-19. Then there's the question of who will take care of teachers' own children if they are learning from home. Some schools that decided against having teachers work from school supplied them with a home teaching kit that included a document camera, magnetic whiteboard easel, office supplies, and a virtual background to use in their homes. Teachers whose homes were too cramped for teaching were offered alternative workspaces.

"Teaching in an Empty Classroom During Covid-19: Benefits and Drawbacks" by Mark Lieberman in *Education Week*, August 4, 2020



"If you can smell what I had for lunch, you're getting my air, and you can be getting virus particles as well."

Julian Tang, respiratory sciences professor, University of Leicester, United Kingdom

WHAT TO SAY WHEN PUT ON THE SPOT

How can principals handle spontaneous conversations in which colleagues raise uncomfortable issues? Here are some responses to buy time while staying authentic and connected.

Your concern is important to me. I wish I had an easy answer. That's an important issue. That's on my to-do list.

Great suggestion. I'm going to need some time to think about it. Thanks for bringing that up. What are your thoughts?

This issue affects lots of people. I can't shoot from the hip. Do you have ideas?

"How No-Nonsense Leaders Succeed with Conversations" by Dan Rockwell in *Leadership Freak*, March 23, 2020

All 4 quotes from Hippocampus, an email publication of Principal's Digest

The Union exclusively for the Principal Class

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



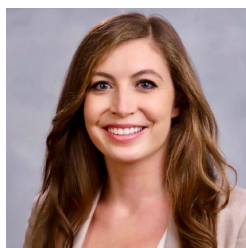
Blog 24 - Friends Without Benefits

The decision to promote internally or look outside your bubble is something we all think about from time to time. I was always impatient, so I wasn't waiting for anyone to retire, I just kept hopping from school to school every 5 years. But for many the idea of leaving their school and friends for career advancement is a step too far. So how do we address this and help those who have potential to take the leap into leadership.

You only need to watch the staffroom groups at lunchtime to see where friendships and loyalties lie. Can you promote someone who is leading the social scene? The connections we have on social media also challenge the norms in a work place. As soon as you add a friend on Facebook or Instagram you have immediate access to the last ten years of their life. Easy to say don't add work colleagues as your friends when you're the boring, grumpy old principal. But to a graduate straight out of university this is a gateway to popularity and acceptance with fellow millennials.

In my first life as principal I tended to look outside the school and bring in leaders with the experience and knowledge I was looking for. This time around the budget hasn't allowed for this. All of my current leadership team have been promoted internally. I actually think it has helped me establish the changes quicker the second time around. They have done a remarkable job of getting everyone on board and taken them on the ride. But to do that, there are lots of conversations about professional relationships along the way.

With a new group of PLC leads this year I wanted something to start the discussion about the differences between friendships and professional work relationships. A quick google and I found this clip [Managing the Dark Side of Workplace Friendships - Knowledge@Wharton](#). It provides some great starters for new leaders.



This quote from Julianna Pillema (pictured left) "The defining features of friendship can be fundamentally in conflict with the defining features of organizational life" hits the nail on the head when starting the conversation. When moving a classroom teacher into a learning specialist or leading teacher role you need to put this in quotes to the applicant and ask them what it means to them. You will find out pretty quickly if they are aware of the challenges this career step is going to bring.

What about the impact of those outside the friendship circle? Nancy Rothbard (pictured right) states "If you're in a close friendship, you need to be aware of the impact that's having on other people." And it's not that the potential leader has done anything wrong and it's quite normal to have those close friendships in the workplace but are they aware of the impact this could have if they move into a new position. It's a conversation worth having.



As we come into recruitment season, don't write off the social butterfly's, maybe they just need some extra coaching.

APF Member, Mark McKelson, has been a member of the principal class at a number of schools across Victoria. He is currently Principal 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 issues of the Vic Branch, APF Newsletter. From time to time Mark will write opinion pieces for all members. The opinions expressed are his own and do not necessarily reflect the position or opinion of the APF.



EduPay reminders

Approving School Allowances

Since the eduPay reimaged transformation of Schools Allowances on Monday 31st August, there have been many Schools Allowances submitted.

If you haven't yet had to approve one, you will need to shortly.

For a little reminder, a [Quick Reference Guide](#) on approving Schools Allowances is available, or if you prefer to watch a [short how-to video](#), we've got you covered, as well as [HR Web Support](#).



The Union exclusively for the Principal Class