

Australian Principals Federation

Acting President's Report—Tina King



There is no doubt that continued COVID issues prevented members from enjoying an opportunity to clear their minds and shut down during the recent break.

The term break commonly sees a reduction in the number of calls and emails received from members, however this has certainly not been the case. The phones have been ringing hot with members expressing concern, angst and alarm in the absence of timely information and provision of clarity.

As we returned to school this week in one form or another, the prolonged circumstances we find ourselves in are having a devastating impact on the wellbeing of students, parents and staff. Insurmountable workload pressures for our school leaders have some at breaking point. The pressures are felt at all levels of the Department and the concerns are shared and collective.

As I stated in my email to members over the break, we can only keep focusing on the things that we can control. Whilst the challenges will continue, the bad times will eventually end. Keep engaging in positive self-talk and without doubt your resilience and continued optimism will not only see you but your school communities through.

T. King

APF Annual General Meeting & PD

CHANGE OF DATE: 2 December 2021

at Riversdale Golf Club

(pending status of restrictions)

9:00 am to 3:30 pm

In consideration of the current restrictions and impact upon schools with the staged return to onsite learning, we have decided to postpone the date for the AGM. If restrictions have not been lifted by the new date, we will hold the event online.

COVID-19 Vaccination Mandate, Tina King

The announcement by the Chief Health Officer mandating the vaccine for all school staff and care settings has brought additional challenges for some principals. We are aware that in some schools, staff are opposed to the [mandatory vaccination requirements](#) for a number of reasons.

Unfortunately to date, schools and principals have not received advice and guidance on how to manage such situations, however it is our understanding that information is imminent.

We are most concerned that principals will be tasked with the enforcement of the CHO's order should compliance not be forthcoming. DET has assured us that they are working to alleviate principals of this burden. If you require urgent support and advice, whilst awaiting DET guidelines on how to manage and respond to such scenarios, I invite you to contact me directly.



311/19 Milton Pde.
Malvern. 3144
Office phone: 0412 584002

In this Issue:

Note the Change of Date for the AGM & PD, P1

Comments on COVID 19 Vaccination Mandate also on P1

A report from EO Gemma on the election result on P2

SRP Indicative budget details P2

Tutor Learning Initiative details P3

Schools Mental Health Fund P3

Mental Health Support for Secondary Schools P3

Changes to School requirements for T4, P4

VAPA, An issue requiring reconsideration P4

Better meetings 101 P4





APF Website

<https://apf.net.au>

Election Result—Gemma Naylor, Executive Officer

As you will all be aware, the Australian Electoral Commission (AEC) called for nominations for casual vacancies on the APF Council.

The AEC has declared the result and as the number of nominations accepted did not exceed the number of positions to be filled, the candidates listed below have been duly elected. The next stage of the process is to conduct an election for the Executive and we hope to have the process commence next week.

| | | |
|--|--------------------|---|
| Federal Councillor – Secondary Sector | Ms Wendy Powson |  |
| Victorian Branch Council – | Ms Margaret Staley |  |
| Primary Sector: North East Region | | |
| Victorian Branch Council – | Mr Laban Toose |  |
| Primary Sector: South West Region | | |
| Victorian Branch Council – | Mr Simon Wood |  |
| Secondary Sector: North West Region | | |
| Victorian Branch Council – | Ms Johanna Walker |  |
| Secondary Sector: South East Region | | |
| Victorian Branch Council – | Ms Sally Naylor |  |
| Comprehensive Sector | | |

Congratulations to the above elected members, and I sincerely thank you all for your preparedness to be involved and willingness to give up your time to support the crucial work of the APF.

Additionally, we extend our heartfelt appreciation for their outstanding contribution to the APF over many years to retiring councillors Julie Podbury, Erika Bienert, Steve Durkin and Meagan Cook.

Release of 2022 Indicative SRP

The Indicative 2022 Student Resource Package (SRP) was released this week and members have made contact expressing concern at the reduction to the core student allocations (approximately \$52 for primary and \$50 for secondary per student). This is as a result of the lapsed EBA and professional practice days currently not funded in the release of the SRP. The two PPDs funding in the 2021 SRP have been removed from the funding rates in 2022. As a result, core student cash rates have been adjusted to recognise the reduction from two PPDs in 2021 and none for 2022. (continued on P3)



311/19 Milton Parade
Malvern, 3144
Tel: 0412 584 002

WOW!!!
Explosion in
new members!

Thank-you for
your advocacy for
the APF. I am
enjoying entering
new members to
the database.



Gemma Needs
APF Executive
Officer

gnaylor@apf.net.au

Join the APF

<https://apf.net.au>

Forms can be
completed on-line.

Furthermore, some targeted initiatives and school-based funding items have not been allocated in the Indicative SRP. This funding will be allocated in the 2022 Confirmed SRP and is inclusive of:

- Early Years Koorie Literacy and Numeracy Program
- Extended Koorie Literacy and Numeracy Program
- Program for Students with Disabilities - Transition Support
- Local Native-speaker Language Assistants Program
- Secondary Mathematics and Science Initiative
- Primary Maths & Science Specialist
- Innovative Initial Teacher Education
- VET TAFE Supplement
- Outside School Hours Care Establishment Grant
- Language Assistants



WHY BOYS FAIL

In her work as a neuroscientist, Prof Rippon has spent years debunking the idea that females and males have different brains, or that they are hardwired to be better or worse at certain tasks. It's about how we condition boys and girls to think and behave that affects their outcomes, she says. Girls and boys are given different toys to play with and are steered towards interests that allow them to develop certain skills. They are treated differently. Many teachers appear to have lower expectations of boys while society generally leads many boys to feel it's wrong to be a swot or teacher's pet. Crucially, if unsurprisingly, it seems that all children perform better when they're told they have the ability to succeed. After decades of hearing that girls are smarter than them, the under-performance of boys becomes a self-fulfilling prophecy. If boys absorb the message, year after year, that typically 'people like them' don't perform as well as 'people unlike them', then there's every chance this feedback loop could affect the outcome. The challenge is to build a system in which neither boys nor girls end up being left behind.

Professor Gina Rippon, Aston University UK, author of *The Gendered Brain*, quoted in article in *The Daily Telegraph*, 16 August 2021

from Hippocampus,
an email publication of
Principal's Digest

Tutor Learning Initiative

In welcomed news, the Tutor Learning Initiative is to continue for next year. Funding for the TLI in 2022 will mirror allocations made in 2021, however it has been announced that the base allocation for each school will increase to \$25,000 with additional loadings reflecting levels of enrolment and disadvantage.

If a school has a projected surplus above \$10,000 there will be a sliding scale of contribution. Schools will receive communication this week advising of their contribution amount.

The TLI allocation will be provided as a specific purpose payment in the SRP credit allocation and schools will once again be required to acquit the funds during the 2022 calendar year.

Deloitte has been appointed to undertake an independent evaluation of the 2021 TLI program. Early next year, a comprehensive learning gain analysis will be available which will draw on various data sets.

Schools Mental Health Fund

In the state budget earlier this year, it was announced that the new Schools Mental Health Fund will allow schools to implement mental health and wellbeing programs specific to individual school needs and provide opportunity to connect with specialised services where required. Funding for this initiative will be available through the SRP with a base allocation for each school and then per capita amount after that.

Underpinning the Schools Mental Health Fund will be an evidence-based Menu which will provide schools with opportunity to purchase programs and interventions to support and promote mental health and wellbeing. This initiative will firstly be rolled out to all government regional rural schools from Term 3, 2022 and metropolitan schools by 2024.

State-wide Mental Health Support for Secondary Schools

The government has recently announced that it will bring forward plans to place [Mental Health Practitioners](#) in secondary schools. The initiative commenced in 2019 and by the end of 2021, each secondary school will be funded to employ a qualified practitioner.

This is in response to the COVID 19 pandemic and the ongoing issues and concerns faced. The mental health practitioners can include psychologists, social workers, occupational therapists and mental health nurses delivering on the unique needs of each student cohort.

Changes to School Requirements for Term 4

In recognition of the pressures currently faced by schools and to assist with principal workload, the Department has modified dates and approaches for key Term 4 compliance activities. Whilst it is incumbent upon the Department to meet certain compliance and assurance obligations, it is acknowledged that the priority for the moment is for schools to focus on their communities. The full list of modifications and changes to school requirements can be found [here](#).

As stated earlier, you are in a position to control what you can. Please do not be reluctant or hesitant to seek rescheduling or postponement of activities. As a community leader you are tasked with many responsibilities at the moment and your priority should not only be to your school but to yourself.

Victorian Aspiring Principal Assessment (VAPA)

The APF endorses and is committed to a system-wide approach in identifying and preparing the future cohort of principals, ensuring readiness and suitability for the role. We are concerned however, that current policy relating to the VAPA program is not commensurate and fit for purpose for principals who have previously held substantive roles and positions.

In a robust system, that is supportive and encouraging of school leaders to undertake various roles within the Department and beyond, principals at times may find themselves in a position whereby they need to relinquish their principal classification. In such circumstances and under current VAPA policy, such individuals would need to undertake the assessment irrespective of their previous tenure and experience in the principal role. This presents as an anomaly and irregularity as it appears that the policy is not in alignment with the principles of the assessment.

This has been a topical item of conversation amongst several members and we have raised the concerns expressed with key personnel at the Department and Bastow. Discussions are continuing and we will advise members of progress.

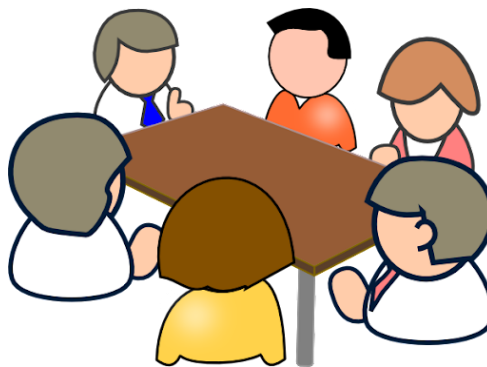
BETTER MEETINGS 101

Ways to make meetings more productive:

- If you're a talker, talk less.
- If you seldom talk, contribute more.
- Look at people when they talk; take notes.
- Stay on topic!
- Make a diagram of the people around the table if some of them are unfamiliar to you and use their names.
- Focus on getting things done.
- Clarify responsibilities.
- And at the end of meetings you run, ask, "What's one thing we could do to make our next meeting more efficient?"

"How to Not Be a Complete Idiot in Your Next Meeting" by Dan Rockwell in *Leadership Freak*, May 13, 2021

APF Editor...we need to consider some guidelines for Webex meetings. While they are efficient and time saving in some ways, many people fail to engage and are clearly undertaking other tasks during the meeting. Maybe that is an acceptable practice. Your thoughts are welcome to jpodbury@apf.net.au



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



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.