

# Australian Principals Federation



## President's Message – Tina King

The recent state-wide principals' conference provided wonderful opportunity to connect and engage with many speakers. Congratulations to the DET and staff at The Academy for delivering an engaging and thought provoking program.

Whilst the middle of term may have quickly approached, ongoing staffing shortages and subsequent challenges continue to be experienced by many schools. The combined challenges of Covid and influenza have precluded many of you from attending key events.

There is no quick fix to this problem and the importance of collegiate support has never been more important. We encourage you to reach out to your colleagues, regional and central staff as needed, seeking support with personnel and on the ground resources. At times like this it is difficult to focus on conflicting demands, therefore imperative to prioritise and attend to those things that matter most and are of a priority status. *T. King*

## SASSLA VISIT

On Thursday 19 and Friday 20 May I had opportunity to visit Adelaide with members of the APF Federal and WA Branch at the invitation of the South Australian School Leaders Association (SASSLA). At a meeting between the SASSLA Board and APF executives, we engaged in discourse relating to state-based issues as well as deliberating upon areas of common interest for future collaborative engagement. It was clear from chatting with our interstate colleagues that there is a commonality of issues and challenges faced by our school leaders across our respective states.

**The SASSLA 2022 conference presented the latest evidence on leader workload and explored why there is a compelling case to re-evaluate the working conditions of leaders.** Attendance at the conference afforded time to engage with SA school leaders as well as partake in the keynote address presented by Professor Phil Riley.

Many of you will be aware of Professor Riley's work and research that has been undertaken for many years in the area of school leaders' health and well-being. Phil O'Loughlin, SASSLA CEO, delivered a session that addressed the complexity of the role of a school leader, and the pressures upon the role which make it almost undoable. The messaging from both presenters was that more needed to be done by the employer in recognition of the role, and to support school leaders to create the conditions in which their staff, students and broader school community thrive.



*"We have to get the message across to Ministers that school leaders are the key to raising the status of teaching. It is the school leader who sets the conditions in their school where staff and students thrive. School leaders need to be trusted more to do this and resourced better to enable it to occur. When that happens teachers are more connected, and students more engaged, and schools are great places to be as hubs of their community...."*

**Bevan Ripp (APF WA Branch President)**

L-R Chris Chant (APF Federal President), Tina King (APF VIC Branch President), Professor Phil Riley, Bevan Ripp (APF WA Branch President)



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# The Union exclusively for the Principal Class



L-R Bevan Ripp, Phil O'Loughlan (SASSLA CEO) Chris Chant



Professor Phil Riley



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**How good is the  
APF?**

**Thank you to all  
members  
advocating to  
their colleagues  
the importance of  
Principal Class  
representation.**

## APF PD – Thriving and Surviving in Challenging Times

Thank you to all who attended the PD last Friday. We are well aware that current staffing challenges precluded many from attending however those who managed to come, were afforded an engaging and thought provoking presentation by our keynote speaker Maria Ruberto and special presentation by Dale Sidebottom.



Maria highlighted the importance of brain fitness and immersed us with the latest neuroscience research relating to mind health. Of particular note was her sharing of the latest research relating to relational resilience that comes from **'flocking.'** We are well aware of the 4 F's relating to trauma response (Fight, Flight or Freeze and Fawn) however a 5<sup>th</sup> F has been introduced termed Flocking. The term is derived from the flocking behaviour exhibited when a group of birds (a flock) are foraging or travelling collectively. Never before has the need to 'flock' with others become so pertinent and relevant. The pandemic has seen us disconnect in many ways, and the message Maria gave us highlighted the need to reconnect and collaborate with colleagues. The challenge is to find your flock as collectively you can group together in facing challenges and offering support.

If you are interested in Maria's work please visit her website at [Salutegenics Psychology](https://salutegenicspsychology.com.au).

Complementing Maria's presentation was a special address by Dale Sidebottom titled **All Work No Play**. Dale is the creator and founder of Jugar Life, a business platform that provides people with the tools to make play a focus of their everyday. Full of energy and motivation, Dale's presentation had attendees up and moving, through his practical games and strategies to make people present and in the moment through play. A highly engaging and motivating presentation indeed as the photos below demonstrate.



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Join the APF

<https://apf.net.au>

Forms can be  
completed on-line.



# Welcome to JUGAR | LIFE

We are a multidisciplinary platform with a mission to build autonomous health and wellbeing skill sets for children, adults and families so that they are equipped to deal with all that life throws their way! Our range of play-based interventions have been successfully introduced to over 15,000 participants in schools, sporting clubs, non-profit organisations, and corporate entities located in over 20 countries.

Active learners are healthy learners, and play is central to learning for children and adults. Our workshops are for anyone who is looking to improve their outlook on life!

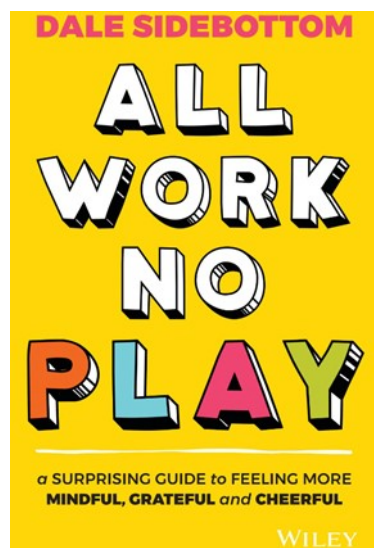
## Dale's BIO

Dale is a full-time 'play' consultant who taps into his 20+ years working in the education and fitness sectors to educate individuals, schools, sporting clubs and corporate organisations globally on the benefits 'adult play' can have on mental health and wellbeing. Dale is the author of *All Work No Play*, TEDx speaker and the top rating 'Energetic Radio' podcast. Dale has worked face to face with students, teachers, schools and corporations in over 20 countries around the world.

Website - <https://www.jugar.life/>

Email - [team@jugar.life](mailto:team@jugar.life)

**All attendees at the conference received a copy of Dale's excellent book, *ALL WORK NO PLAY*, as well as a bag of useful and action provoking Daily mission cards.**



Scan to access Dale's  
TEDx talk.



Scan to reach  
JUGAR | LIFE  
website

## Generous APF Supporters

We extend our thanks and gratitude to our supporters for their support and generosity. Events such as this cannot proceed without their sponsorship and we are most grateful for not only their presence on the day but ongoing support and contributions.



## SAVE THE DATE – APF AGM

During fourth term we will be holding our AGM preceded by a seminar and professional learning opportunity. The date of the AGM is Thursday 27 October, 2022 at the Riversdale Golf Club. The event will provide opportunity for members to connect across regions and we ask you to save the date in your calendar. Further information will be distributed next term.



## Support for members

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

However, from time to time you may be concerned about a colleague. Please do not hesitate in making contact with us so we can offer them appropriate support.

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## Inauguration of Ballarat's First Peace Pole at Sebastopol Primary School

This is a report of a well attended event that took place on 18th March this year.

We paused to reflect on peace with the children who are our future.

Sebastopol Primary School students and staff members celebrated the installation and inauguration of Ballarat's first Peace Pole with representatives of Federal and State parliament, Ballarat Council, Indigenous Leaders, Compassionate Ballarat, Let's Talk Peace Ballarat, Rotary International, Ballarat Interfaith Network, and other community members as part of Harmony Fest.

"A Peace Pole is an internationally-recognized symbol of the hopes and dreams of the entire human family, standing vigil in silent prayer for peace on earth. Each Peace Pole bears the message May Peace Prevail on Earth in different languages on each of its four sides. There are estimated over 250,000 Peace Poles in every country in the world dedicated as monuments to peace."

"Planting a Peace Pole is a way of bringing people together to inspire, awaken and uplift the human consciousness the world over. Peace Poles are now recognized as the most prominent international symbol and monument to peace. They remind us to think, speak and act in the spirit of peace and harmony. Stand as a silent visual for peace to prevail on earth." (Proof of vaccination will be required of all ceremony guests.)

If there is to be peace in the world,  
There must be peace in the nations.  
If there is to be peace in the nations,  
There must be peace in the cities.  
If there is to be peace in the cities,  
There must be peace between neighbours.  
If there is to be peace between neighbours,  
There must be peace in the home.  
If there is to be peace in the home,  
There must be peace in the heart.

*Laazi*

Peace is on our minds at present.

Scan QR Code below to reach website



<https://peacepolesaustralia.com/>



Sebastopol PS Principal, Michelle Wilson, participates in the Smoking Ceremony.



### THE NEW LIBRARY

Libraries have to stay relevant as budgets are slashed and e-books are on the rise. One library offers free access to 3-D printers, laser cutters and milling machines. Another offers musical instruments for checkout. Along with their new offerings, libraries are presenting a more open face to the outside world, using lots of glass, providing comfortable seating as much for collaborative work as solitary pursuits, and allowing food and drink. Being inviting isn't just to boost attendance but to maximise people's creativity. Libraries have long facilitated the *finding* of information; now they are facilitating the *creating* of information. One library has a new section called Teen Central - known as "homago", a space where teenagers can "hang out, mess around and geek out". It will include lounges, restaurant booths, game rooms and digital labs, as well as software and equipment to record music and create comic books. In the old library, you would ask a question and the librarian would find an answer. Today it's the opposite. People turn to librarians to help them sift through the millions of answers they find on the Internet. Librarians have become navigators. One library has done away with books altogether and now has rows of computers, e-readers and an 'iPad bar'. Its goal is the same as that of traditional libraries: to help patrons access information.

New York Times

# The Union exclusively for the Principal Class



CyberHound has proudly partnered with APF for many years, providing many of its member schools with an Enterprise grade Firewall, K12 education focused cybersecurity and student wellbeing solutions.

Our solution has been securing school networks for over 20 years and today we protect over 300,000 students around Australia from cyber threats and at risk behaviour.



### Exclusive offer for APFMember Schools

To celebrate our long standing partnership, we would like to extend exclusive offer to APF member schools.

### Free installation

Save \$5,000 on the installation fee for all orders

### To find out more

Please reach out to CyberHound's Head of Sales, Ian Fry  
mobile: 0427 903 134 | email: [ian.fry@superloop.com](mailto:ian.fry@superloop.com)

See flyer attached to the newsletter email.



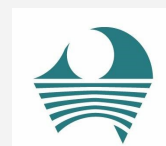
### Role of the APF — Industrial Relations: 101

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.

### Role of the APF — 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.



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