

Australian Principals Federation



President's Message – Tina King

We have recently undergone a successful process to recruit our new Executive Officer and we welcome Jenna Bennison to the role. We are very excited to have Jenna onboard and know she will make immense and valuable contributions to our organisation. An extensive induction period has been undertaken between Jenna and Gemma facilitating what we hope to be a smooth handover and transition.

Gemma has commenced her family leave as she and husband Corey prepare for the safe arrival of their firstborn. We wish them both the very best and eagerly await news of the pending arrival of their child.

With the holidays imminent, school leaders are eagerly awaiting the release of the indicative 2023 SRP which is due for release next Wednesday 14 September. In the meantime, implementation and unpacking of the VGSA 2022 is taking up an insurmountable amount of time particularly in relation to several provisions, namely Time In Lieu and Management of Teacher Work (30+8 hour week model). Staffing shortages continue to plague our sector with principals expressing recruitment challenges and concerns heading into term 4 and into the new year. And yet, despite all this, our leaders continue to provide optimism, hope and execution of roles and responsibilities with due diligence and conviction.

Recently we asked you to provide feedback on what the enablers and barriers are to you managing your role. Specifically, we received lots of feedback on what is required in order to assist you in managing workloads. I thank all those that took the time to respond. A comprehensive analysis of the feedback will be provided directly to members and these results will be used to facilitate ongoing discussions with key DET staff on the important topic of PCE workload.

Finally, we encourage members to complete The 2022 Australian Principal Health and Wellbeing Survey which is now live (see email attachment to the newsletter). Data from this important research has significant impact via feedback provided directly to participants. Additionally, survey findings and trends, help support consultation and discussions with departments in the respective states, facilitating the development and refinement of policy initiatives.

Ongoing previously registered participants have received their links to the survey via direct email. New participants may register at <https://healthandwellbeing.org/AU>

In these demanding times, take care and ensure you make time and space for you.

Introducing our new Executive Officer – Jenna Benison



My name is Jenna, and I am very fortunate to be taking over from Gemma whilst she is on family leave.

Although I am a qualified Osteopath, I have lots of experience working in administration roles and am very much looking forward to the new challenge of Executive Officer for the APF.

I look forward to assisting you over the coming months. I am really excited to be a part of such a great organisation.

Note: Jenna can be contacted on the APF number 0412 584 002 or via email at jbenison@apf.net.au



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a message from TheirCare Managing Director, Michael Abela

The growth of outside of school hours care (OSHC) over the last decade has been important for family flexibility. With productivity and workforce participation key issues in the post COVID world, choosing the right OSHC partner could be a critical choice for your school community.

Recently, the Herald Sun published an article highlighting the worst performing services in Victoria. The information was gained from data collected from the Australian Children's Education and Care Quality Authority (ACECQA). The quality data is based on assessment and ratings conducted for each service 'around' every three years, independently by State based authorities around the country.

The information potentially provides your school community with an independently assessed view of the quality of a service as measured against the National Quality Framework, the standards by which OSHC providers operate. It is important for Schools to understand what this data is capturing before they make an assessment, because not all is as it may seem.

OSHC providers receive a licence linked to the site they operate a service. This licence is held in the provider's name until such time as the school chooses another provider. At this point, it is normal practice for the licence to be transferred (rather than a new licence issued). Upon commencement of the new provider's tenure, when a licence is transferred, all references to the licence in the ACECQA database will be referenced against the new provider.

This process of transferring a licence means all history associated with the operation of the service is associated with the new provider. That means, a new provider can 'inherit' a rating that was in fact related to an old assessment and rating performed when another provider was in control.

This 'quirk' has the potential to distort the perception of a provider. It follows that a provider that is getting regular poor results, is at greater risk of losing those poor performing services. As a result, their rating could actually look like they are getting better as they shed the poor performing services. And a strong performing provider, who is taking over previously poorly rated services will have their results impacted in the ACECQA database.

Exacerbating the challenge, delays caused by COVID has meant that there are services that have not been assessed for a period of beyond three years. So potentially, a well run and high quality service is carrying an historic poor rating such as 'working toward' rather than meeting or exceeding because it is overdue for a new assessment.

To overcome this challenge, schools are encouraged to ask potential providers for results from their assessment and ratings whilst they have been operating the services and to be careful of providers touting results of 'best rated' without understanding whether they are including all their results.

With the national workforce crisis impacting nearly all parts of our economy it has never been more challenging to deliver a quality service. When considering a new provider, ratings can be a useful tool if you understand the 'real' numbers. Ratings should always be combined with references as well as your assessment for how well a new provider will work with your community and reflect your values.

TheirCare always welcomes the opportunity to discuss your OSHC needs.



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***Are there changes
to details in
relation to your
membership?***

***Please inform me if
there are changes
to PCE status,
school, home
address, phone
numbers and cc
details.***

Thank you!



Jenna Benison
APF Executive
Officer

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Join the APF

<https://apf.net.au>

*Forms can be
completed on-line.*

As we finalise the program for our upcoming AGM and seminar we are pleased to announce the following guest speakers:



The Honourable Natalie Hutchins
Minister for Education &
Minister for Women



Professor Phil Riley
Honorary Professor at Deakin University



Dale Sidebottom
Creator and Founder
Jugar Life and Energetic Education



Helen Quiney
Executive Director
Employee Health, Safety &
Wellbeing Division

Information regarding registration will be available at the commencement of next term and we look forward to seeing many of you at the event.

APF Annual General Meeting & Seminar



Thursday 27 October 2022

9:00 AM – 3:30 PM

Riversdale Golf Club

(Registration opens 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.

Tina - 0418 478 807



TKing@apf.net.au

Mark - 0418 551 375



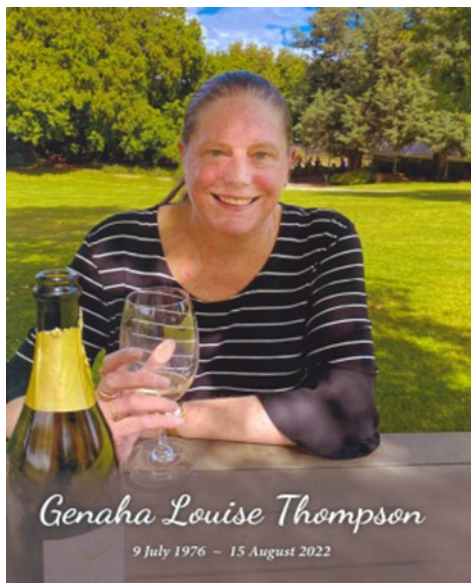
industrialofficer@apf.net.au

Jenna— 0412 584 002



jbenison@apf.net.au

Vale – Gehana Thompson



We were deeply saddened to hear of the recent passing of one of our colleagues Gehana Thompson, APF member and Assistant Principal at Lilydale High School.

Gehana served the Lilydale High school community for over 24 years and was a much loved and valued staff member. The school and system has lost a passionate and dedicated colleague who will be remembered for her unwavering commitment to children.

Our deepest condolences are extended to Gehana's husband John, her family, friends and the Lilydale HS community.



SCHOOLS THAT SMILE

For generations, determining school quality has focused either on student achievement, determined by students' standardized test scores, or on the school's graduation rate. What if, instead, the quality of a school was determined, at least in part, by its *smile quotient*.

A *smile quotient* is the number of students and staff who have a smile on their face as they work or learn and reflects the joy in a school. When the smile quotient in a school is high, it means that people generally enjoy being there; they are confident in their role and anticipate success; and they encounter others with a warm and welcoming attitude.

The physical act of smiling releases chemicals in our brain, increasing our levels of happiness and lowering stress, research suggests. Smiling is good for us, both physically and mentally.

Of course, not everyone will smile, even when a school has a high smile quotient. Life has its challenges and so do schools. Indeed, if someone smiled all the time, you would wonder what was really going on with them. But in a school with a welcoming environment in which individuals feel known, seen, and heard, smiling becomes the norm. People smile because they are succeeding and because they want to be there.

What might you do to raise your *smile quotient*?

Acknowledgement: Thomas R. Hoerr in *ascd*, March 2022, from *Principal's Digest*.

www.principalsdigests.com

School Cleaning—Data Refresh!!

Several principals have contacted us regarding a reduction in their school's allocation of cleaning hours. When they followed up with the DET Cleaning Unit, principals were advised that it is a result of a 'data refresh.' That is, some areas that have previously been included as cleanable are now re-classified as non-cleanable. We have reached out to the VSBA for comment and at the time of writing, are still awaiting a response. In the mean time, if you have been impacted by this 'data refresh' that has resulted in less cleaning hours, we advise you to check your SAMS plans carefully and if any discrepancies, email the SAMS team sams@education.vic.gov.au requesting a review of any areas classified as non-cleanable.

Alpine School – Opening of new campus

Congratulations to Mark Reeves (Principal of Alpine School) on the official opening of the school's new Don Valley campus in the Yarra Ranges. This is an exciting expansion of the school with the new campus officially opened last month by the Parliamentary Secretary for Schools, Tim Richardson MP.

The innovative outdoor-focused, 9 -week leadership program ensures high levels of engagement and brings together Year 9 students across schools from the government sector. We congratulate Mark, staff at the school and the DET for making it all possible.

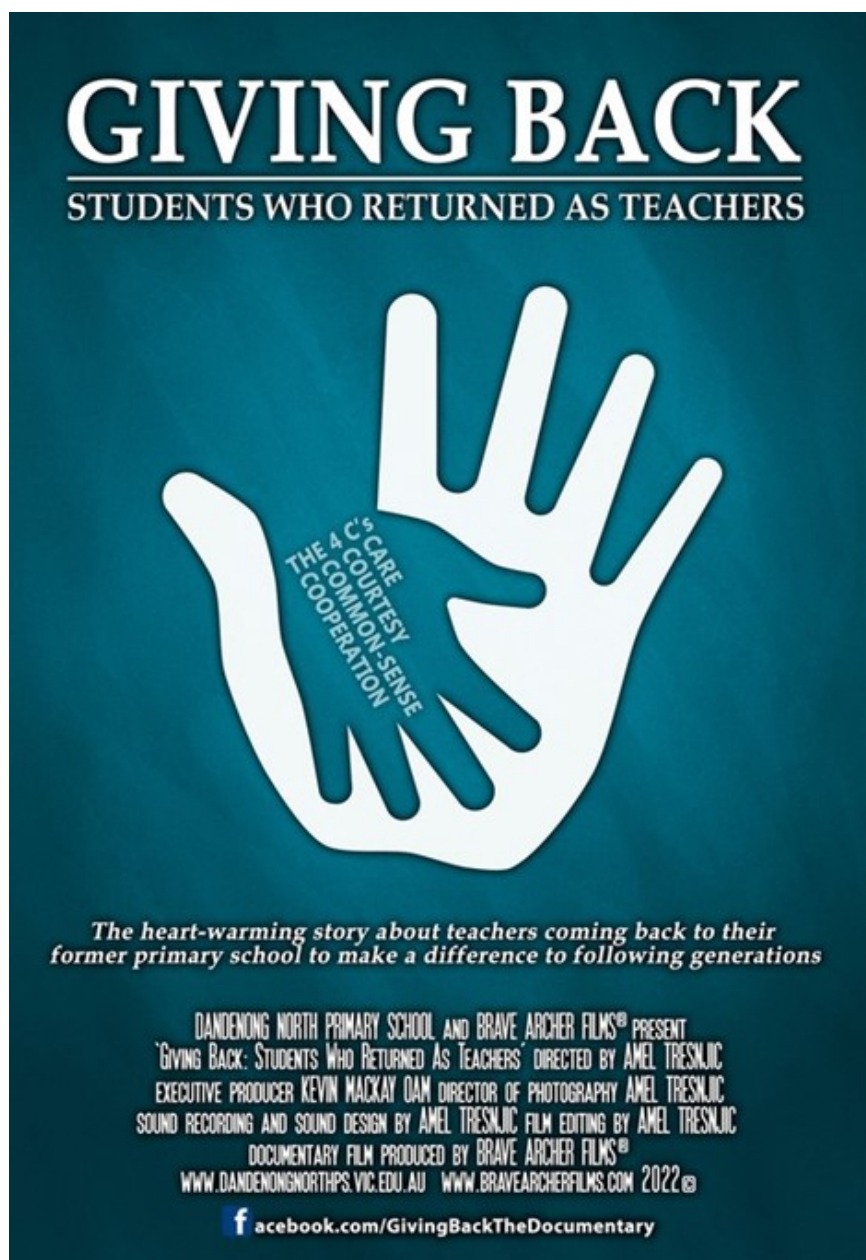


The Union exclusively for the Principal Class

Giving Back...Dandenong North Primary School (DNPS) - Tina King

I was delighted to be at the recent official launch of DNPS' latest film, *Giving Back*. This emotional documentary is the final in a series of trilogies commissioned by the School Council and explores motivation from a truly unique and inspiring perspective. The film outlines the lived experiences and motivation of numerous staff who transitioned from students to educators at the school. These remarkable individuals share journeys of challenge, hope and optimism and the important and significant role the school played in supporting them to achieve their dreams and aspirations.

It is truly an inspiring documentary which highlights the impact schools have on supporting, developing and nurturing children and adults. Kevin and Jenny Mackay will finish their stewardship at DNPS and the Department shortly, and we must take a moment to congratulate them on their successful and exemplary leadership over so many years. As Principal and Assistant Principal, they have cultivated a school culture that has strong foundations based on respect, inclusion and success. The documentary highlights opportunities afforded to students irrespective of circumstances and challenges. As much as the documentary focusses on particular individuals, it is very much about Kevin's and Jenny's compassionate and innovative leadership and focus.



A view of the documentary trailer is available [here](#) however, APF members have opportunity to view the full documentary on demand. At this stage, as part of the school's contractual obligations with the film company, there is limited access to the film whilst it proceeds through the film-festival circuit for the next 12 months.

Details on how to view the documentary in full are available on the [APF Website](#), member login section.



APF Board Vacancies – AEC Election Notice

Information has been sent directly to members regarding the APF triennial elections. The process is being conducted and overseen by the Australian Electoral Commission (AEC). Nominations are called for:

Victorian Branch:

Federal Councillors
Victorian Branch
– Primary Sector (2)
– Secondary Sector (2)

Branch Councillors:

Primary Sector –
– North East Region (2)
– South East Region (2)
– North West Region (2)
– South West Region (2)

Secondary Sector -

North East Region (2)
South East Region (2)
North West Region (2)
South West Region (2)

Statewide

Primary Sector (1)
Secondary Sector (1)
Comprehensive Sector (2)

Number in bracket indicates the number of vacancies.

"Comprehensive Sector" refers to members employed in or in connection with a P-9, P-12, K-12, Language or Specialist School.

If you are considering nominating, please don't hesitate to contact Tina King (0418 478 807) to discuss.

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