

Australian Principals Federation



President's Message – Tina King

With the term holidays behind us, I trust that you have had opportunity for a break and recharge. Several members have advised of ongoing cleaning issues which have precluded them from an opportunity to take a break and clear their minds. I know of one principal who needed to attend school on a Saturday afternoon as there were individuals in buildings setting off alarms as a result of the school not having been locked on Friday night. Along with security, concerns have been expressed with no or little cleaning being done – bins not being emptied, floors not vacuumed as per cleaning schedule, lights left on, just to name a few.

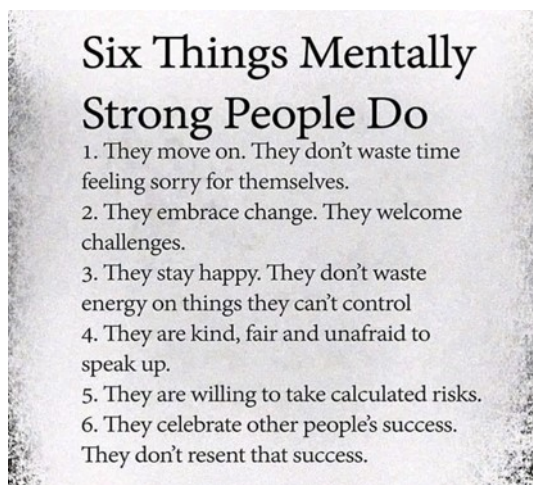
When principals have attempted to raise concerns directly with the cleaning contractor, the response from the cleaning company seems to either be dismissive or that the issue only pertains to that school. Unfortunately, given the large number of calls I am receiving from members on this matter, it appears that the problem is more widespread than the cleaning companies would like to let on.

If you are finding yourself in such a situation, do not hesitate to contact the DET Cleaning Unit to raise your concerns and seek support. When schools were transitioned to the centralised cleaning model, there was the promise and assurance of the same or better standards of cleaning, less work for the principal and improvements in the working conditions of the cleaning staff. As per Department policy, Principals may have ultimate responsibility for ensuring their schools are cleaned to the appropriate standard, however when this is not achieved, and attempts to resolve with the contracted cleaning company have failed, please contact the DET Cleaning Services Team requesting immediate intervention and support. Principals may contact the [Victorian School Building Authority \(VSBA\)](https://www.vsbau.vic.gov.au) School Cleaning Unit on [1300 842 754](tel:1300842754) or via email cleaning@education.vic.gov.au for advice and support.

In this edition of the newsletter you will find information, including registration link, for our upcoming Annual General Meeting and Seminar to be held on Thursday 27 October. We are delighted to have in attendance the Minister for Education, the Honourable Natalie Hutchins, who will provide the opening address. The program has a strong focus on the wellness and wellbeing of our principals and assistant principals and we aim to address workload pressures and demands that impact adversely on school leaders. We invite you and other members of your leadership team to attend.

As you embark upon the copious demands and requirements that this term brings, I wish to share with you a timely and pertinent reminder I received from a member of the need to stay mentally strong. I am uncertain who authored the list below of six things mentally strong people do and upon perusal, it certainly resonated with me. I hope you will do your best to embrace and exemplify each trait.

T. King



**311/19 Milton Pde.
Malvern. 3144**
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<https://apf.net.au>

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APF Annual General Meeting & Seminar

Thursday 27 October 2022

9:00 AM – 3:30 PM

Riversdale Golf Club – Registrations now open



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

Re-evaluating the Working Conditions of School Leaders

Burgeoning workloads continue to place great strain on our school leaders. Now more than ever, there is a compelling case to re-evaluate the working conditions of leaders.

Our guest speakers include:



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

**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
jbenison@apf.net.au

Join the APF

<https://apf.net.au>

Forms can be
completed on-line.

Registrations are now open for members (\$175) and non-members (\$200) and close on Friday 21 October 2022. You may register [here](#).



APF Election Result

The Australian Electoral Commission (AEC) has concluded Stage One of the Scheduled APF triennial election.

The results of the election for the following offices, conducted in accordance with the provisions of the **Fair Work (Registered Organisations) Act 2009** and the rules of the APF, are as follows:

Victorian Branch Council

Vic Councillor State-wide – Primary Sector	Henry Grossek	Berwick Lodge PS
Vic Councillor State-wide – Secondary Sector	Ann Stratford	Mooroolbark College
Vic Councillor State-wide – Comprehensive	John Mooney	Emerson School
Vic Councillor State-wide – Comprehensive	Scott Diamond	Northern Bay P-12 College
Vic Councillor NE Region – Primary Sector	Margaret Staley	Ashburton PS
Vic Councillor NE Region – Primary Sector	Andrew Cock	Blackburn PS
Vic Councillor NE Region – Secondary Sector	Wendy Powson	Lilydale HS
Vic Councillor NE Region – Secondary Sector	Kimberley Tempest	Cobram SC
Vic Councillor NW Region – Primary Sector	Tina King	Watsonia North PS
Vic Councillor NW Region – Primary Sector	Laban Toose	Sunbury Heights PS
Vic Councillor NW Region – Secondary Sector	Simon Wood	Crusoe 7-10 SC
Vic Councillor NW Region – Secondary Sector	Graeme Forrester	Chaffey SC
Vic Councillor SE Region – Primary Sector	Kathie Arnold	Thomas Mitchell PS
Vic Councillor SE Region – Primary Sector	Michael Jones	Coatesville PS
Vic Councillor SE Region – Secondary Sector	Johanna Walker	Edenbrook SC
Vic Councillor SE Region – Secondary Sector	Richard Minack	Brighton SC
Vic Councillor SW Region – Primary Sector	Michelle Wilson	Sebastopol PS
Vic Councillor SW Region – Primary Sector	Suzanne Prendergast	Bellaire PS
Vic Councillor SW Region – Secondary Sector	Rod Kendall	Hoppers Crossing SC
Vic Councillor SW Region – Secondary Sector	Meridith Walker	Casteron SC

Victorian Branch Council – Federal Councillors

Federal Councillor – Primary Sector	Chris Chant	Caulfield Junior College
Federal Councillor – Primary Sector	Tina King	Watsonia North PS
Federal Councillor – Secondary Sector	Rod Kendall	Hoppers Crossing SC
Federal Councillor – Secondary Sector	Wendy Powson	Lilydale HS

As the number of nominations accepted did not exceed the number of positions to be filled, the AEC has declared the above candidates duly elected.



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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Mark - 0418 551 375



industrialofficer@apf.net.au

Jenna— 0412 584 002



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Victorian Branch Council – Co-opted Councillors

Co-opted Councillor – NE Region Secondary	Phil Rogers	Rutherglen HS
Co-opted Councillor – NW Region Primary	Michelle Nunn	Newbury PS
Co-opted Councillor – SE Region Primary	Bronwyn Morgan	Cheltenham PS
Co-opted Councillor – SE Region Primary	Aaron Cox	Kingswood PS
Co-opted Councillor – SE Region Secondary	Aaron Smith	Pakenham SC
Co-opted Councillor – Comprehensive	Anthony Jackson	Jackson School

We congratulate all councillors on their election and wish to thank outgoing councillors Loretta Piazza, Kevin McKay and Sue Harrap for their unwavering contributions and service to the APF.

Sue has capably served on the APF State Council for many years, representing the needs of members in the North-West Region with commitment and dedication.

Recently, both Kevin and Loretta announced their respective retirements and the system has lost two visionary and inspirational leaders. Both have been outstanding advocates for school leaders and their contributions over so many years, have been immense and greatly appreciated by members.

At the upcoming AGM, we will have opportunity to formally thank Loretta and Kevin and on behalf of all members, I wish them the very best as they embark upon new chapters in their lives.



Loretta Piazza



Kevin McKay



Sue Harrap

Student Free Days – advice from Mark Arkinstall, APF Industrial Officer

We've recently had a school contacting us for further advice re Student Free Days, particularly in the context of the new Agreement and strong advice from their Sub-Branch.

Please note the following:

- The Minister for Education determines the days when government schools are open for students.
- The first day of the school year is a student-free day.
- Three additional student-free days are scheduled by the school council.
- As part of the negotiations for the new Agreement, the Department made a number of commitments to the negotiating teams. One such commitment was to change DET policy on Student Free Days to enable one of these days to be a dedicated Assessment and/or Reporting Day. Once the policy has been changed to reflect this commitment, principals will be notified and expected to implement the policy.
- Importantly, the policy is yet to be changed and the current arrangements and commitments a school has for 2022 will stand. To be clear, despite what advice a school might receive from its Sub-Branch, there is no requirement to allocate a Student Free Day to Assessment and/or Reporting Day this year. We do however expect such an arrangement to begin in 2023.

Please feel free to contact us for further advice as required.



TEACHERS SELLING THEIR WORK

A small but increasing number of “teacherpreneurs” are selling curriculum materials they developed on-line. Platforms like Share My Lesson, Pinterest, Amazon Ignite, YouTube, Instagram, TikTok, and Patreon have seen more activity.

How does putting curriculum materials on an internet marketplace affect teachers' perceptions of their classroom performance and interactions with colleagues?

• Teachers in the study believed that selling their curriculum creations online improved the quality of their day-to-day teaching, irrespective of how much money they earned.

• Teachers reported that selling materials was a valuable way to connect with colleagues, which they believed led to improved performance and self-efficacy. Because teaching can be an isolating profession, Teacherpreneurship may present a novel way for teachers to connect with others that can lead to positive impacts on one's own practice... When teacherpreneurs collaborate with other teachers and in their work as informal teacher leaders, they may engage more deeply and critically with their own classroom practices. They may then be better positioned to refine and hone their pedagogical skills and materials, which may lead to improved confidence in

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DET Principal Support Services

As we all know, the role of a school leader is complex and multi-dimensional with effective leaders drawing on multiple sources of information and supports. The Department offers a range of services to support school leaders with the execution of their roles and responsibilities. Three such services that we encourage members to access are the Principal Advisory Service, the Principal Support Unit (PSU) and Manager Assist.

◆ Principal Advisory Service

Launched in October last year, the [Principal Advisory Service](#) is designed to complement the Policy and Advisory Library ([PAL](#)) by offering support for principals, business managers and SEILs in finding the right information. The team will assist with any questions relating to policy information and provide support with local policy documentation and compliance questions. The service may also be used to provide the Department with feedback on policy areas that are not clear.

The team at the Principal Advisory Service may be contacted via phone on (03) 7034 6777 or via email principal.advisory.service@education.vic.gov.au

◆ Principal Support Unit (PSU)

The Principal Support Unit provides expert advice and support on HR and workforce related matters. Consisting of former principals and human resource specialists, the PSU team can:

- offer expert advice and support to principals across all areas of workforce and workplace management and school leadership.
- connect you with appropriate support services around the Department
- visit your school to support you and your leadership team in solving complex issues and build capacity
- run workshops for principal networks and leadership teams to build capacity as school leaders

You can call the PSU on (03) 7022 1016 or visit the [Principal Support Unit webpage](#).

◆ Manager Assist

This telephone advisory service is available to support school leaders with people-related issues. Support and advice is available on a range of issues, including:

- Having challenging conversations with staff
- Managing difficult team dynamics
- Support for staff and their mental health.

You may request a booking for Manager Assist by calling 1300 361 008.



the classroom.

- Selling curriculum materials online was an avenue for women to assert leadership in a profession historically dominated by men. It was also a pathway for female educators to enter an entrepreneurial space often seen as male territory.

- Teacherpreneurs challenged the influence of textbook companies on classrooms, say the authors, potentially allowing for female and other teacher voices to be heard rather than devalued.

- Teachers in the study who didn't have graduate degrees reported the greatest improvements in their classroom practices. Teacherpreneurship may be a valuable approach to improving classroom practice that, unlike formal teacher education, pays the teacher rather than the teacher having to pay an institution of higher education. Since there's little evidence that graduate education and traditional PD improve classroom practice, developing and selling curriculum ideas online can be seen as a viable alternative to improving teaching practices.

CAUTIONARY NOTES

While some teachers profit from online sales, buyers are out of pocket for materials that should be paid for by their schools.

Some of the best-selling

Australian Government resources to support young people with disability

The Australian Government Department of Education (Department) has worked with Children and Young People with Disability Australia (CYDA) to co-design a new range of resources to help young people with disability and their parents and caregivers to understand their rights under the *Disability Standards for Education 2005* (Standards).

The resources provide easy-to-use information about the Standards and offer practical advice on how to navigate the education system.

You can find the resources on the Department's website here: www.education.gov.au/disability-standards-education-2005/students.

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What are the resources?

There are four new resources:

- *Explaining the Disability Standards for Education* – this resource outlines what the Standards are and what they are designed to do.
- *Milestones and Transitions* – this resource is to help students and their parents and caregivers make their way through their education journey.
- *Advocating with and for your child: Primary School* – this resource is for parents and caregivers of primary school students.
- *Disability Standards for Education in Practice: Action Plan* – this resource is for students who are in high school or tertiary education.

Each resource is available in Easy Read format and Auslan and translated into Arabic, Chinese (simplified and traditional), Farsi, Hindi, Khmer, Korean and Vietnamese.

How the resources were developed

The content of the new resources was created by students with disability and their parents and caregivers, with help from CYDA. Development was informed by consultation with a range of disability organisations and with input from Aboriginal and Torres Strait Islander people with disability and people with disability from culturally and linguistically diverse backgrounds.

The new resources respond to Recommendation 1 and 12a of the [2020 Review of the Standards](#). These recommendations were developed to provide individuals with an understanding of their rights under the *Disability Discrimination Act 1992* and the Standards.

For further information on these resources, please contact us at disabilitystrategy@dese.gov.au.

We hope you will help us share them

We need your help to ensure the resources reach the people who need them. This includes students, their families and carers, as well as education providers and their staff.

We hope you will share the resources relevant to you through your school networks to encourage people to use them and to pass them on to their own contacts.



online materials are of moderate or subpar quality, say the researchers, and the worst may be doing more harm than good.

Accordingly, teachers need more guidance on how to tell the wheat from the chaff in the burgeoning online marketplace.

Online marketplaces foster some teachers' desire to be *Pinterest-worthy* – possessing the aesthetic qualities to be popular on social media. This may not produce the best instruction for students.

Acknowledgement: "Becoming a Better Teacher Through Online Teacherpreneurship?" by Catharyn Shelton, Tray Geiger, and Leanna Archambault in Elementary School Journal, September 2021

This is an edited version of an article from

www.principalsdigests.com



NB: APF Editor's note

In most Australian Government Schools any material produced during school hours and using DET provided IT, is officially the intellectual property of the employer.



Breakfast with Tina King

The state of education
Where are we now?
Where to next?



Monday, 10 October 2022
8:00 am -10:00 am
Sandhurst Club

Tina King - President Australian Principals Federation Victorian Branch

This is an opportunity for members and non members of the APF to hear from Tina and her view on the current state of education. The challenges faced by school leadership continue to grow. Tina is at the coalface of this as the main liaison between schools and the Department of Education. She is looking forward to chatting with you all.

Booking link & for more information:
<https://www.teacherstoleaders.com.au/events>

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