

# Australian Principals Federation



## President's Message – Tina King

Thank you to all who were able to attend our AGM last week given the challenges and current circumstances which precluded some school leaders, particularly those facing the impact of the flood crisis, from attending.

In addition to the conduct of business relating to the AGM, the event provided an opportunity to get together and discuss issues of importance to school leaders. Our guest speakers provided insightful presentations ranging from how to have fun and take responsibility for one's wellbeing (Dale Sidebottom), Departmental strategies and legislation aimed at protecting school principals and staff (Helen Quiney) and unpacking principal roles and responsibilities in attempt to address workload matters and accountability (Phil Riley).

The engagement of colleagues in discussion with matters pertaining to school leadership was robust and most interactive.

A very special thank you to the presenters and our colleagues from our Western Australia branch, Kya Graves and Laurie Longworth who made the trip all the way from the west. (See pic P5)

The event was made possible through the support and generosity of our partners and sponsors and we sincerely thank them for their ongoing support and generosity [TheirCare](#), [FreeAgency](#) and [Teachers 2 Leaders](#). *T. King*

## Outgoing Councillors

At the recent AGM we had opportunity to thank outgoing councillors who have, over many years, committed strongly to the APF by the voluntary giving of their time, energy and expertise. There are many things that set the APF apart from other unions and our greatest asset is that we have currency...that is all members of our council and executive are practising principals who know the job, live the job and understand the job with all it's related rewards, challenges and pressures.

We have truly been fortunate to have had the wisdom, knowledge and expertise of these councillors and outstanding principals on our state board and we extend our congratulations and sincere thanks for their exemplary service and commitment to the APF: Julie Podbury, David Finnerty, Ian Sloane, Loretta Piazza and Kevin McKay. Their collective contributions extend many years, and we look forward to their continued involvement and influence with the APF as associate members.



L-R: Ian Sloane, Loretta Piazza, Kevin Mackay, Julie Podbury and David Finnerty



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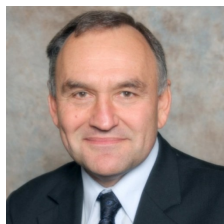
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**From the memory box! -HENRY GROSSEK, PRINCIPAL, BERWICK LODGE PRIMARY SCHOOL**

I've long been fascinated by quotes and sayings in part because they are very relatable, often easy to remember and offer me the opportunity to reflect on myself and dare I say it, contemplate improvement. They also speak to the enduring complexity and contradictions of the human condition. There's an obvious, superficial tension between some sayings. For example – "Look before you leap" and "He/She/They who hesitates is lost". Both resonate. Context is crucial.



Countless times throughout my career I've been caught slap bang between those two sayings. Fear becomes both my friend and my ally, an apparent contradiction in itself. Dwelling on the fear of making a mistake chews up valuable time and energy. As the clock ticks, thoughts, in desperation, cascade into a world of consequences, rather than the issue at hand. Confidence is threatened, and so the love of leadership can crumble. Sound familiar? No! Let's try another.



"Do as I say, not as I do." That's been around a long time, unfashionable as it is to admit to these days. Far more appropriate is, "Walk the talk", for it at least removes the uncomfortable portrait of hypocrisy one paints of oneself by practising the former. Interestingly, whilst I don't make a habit of saying, "Do as I say, not as I do", for the most obvious of reasons, that alone does not protect me from behaving that way.

I've thought about that contradiction in myself from time to time and the best explanation I can uncover is that in my desire to be of some assistance to others, and myself, sharing my wisdom, on invitation is the best I can do. Wisdom and practice can be very different things and I'm sure we all know that. The irony in all this is that on occasion the wisdom I've accumulated over the course of my life has been of greater benefit to others than to myself.



The pandemic in which we have all found ourselves enmeshed for the greater part of three years, lends itself well to that time-honoured saying, 'It's lonely at the top'. I doubt there would be a

leader anywhere who could not relate to that saying at some point or another in their leadership role. The physical isolation we experienced during the many months of lockdowns and remote learning added a very physical dimension to that sense of aloneness embedded in the saying.

Now that we can once again interact with each other in the real sense, it does feel great to have that layer of isolation removed. What then can we do about that other sense being alone? That one that can be summarised in another saying, "It comes with the territory". Has the removal of virtual interaction with others as the only way to meet provided us with an opportunity to reflect on the inevitability of life being lonely at the top in our careers or is there another choice? If so, how do we access it? What could it look like if we could find ways to break the nexus between that time-honoured saying and our actual practice? Worth a thought maybe.

Maybe there are other quotes and sayings that we could employ to better understand the world, our work, others and ourselves, and opportunities to improve. Maybe.

**It comes with the territory.**



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**It was lovely to meet so many members at the AGM last week.**

**Keep me posted with any changes to your membership.**

**Jenna**



Jenna Benison  
APF Executive  
Officer

[jbenison@apf.net.au](mailto:jbenison@apf.net.au)

Join the APF

<https://apf.net.au>

Forms can be completed on-line.

## Workforce Recruitment Challenges

Many principals are sharing with us recruitment challenges across the state and in particular in rural and remote areas. With the Premier recently announcing a \$19 million commitment to support teacher recruitment, the Department is offering a recruitment support service to assist 100 hard to staff schools. A central Recruitment Support team has been established aimed at supporting identified schools with dedicated HR support on attraction, recruitment and retention of teachers. Identified schools (based on DET data) have received an email stating the recruitment supports available however if you are experiencing ongoing recruitment challenges and have not been identified as in need of support, you may self-report by contacting Principal Recruitment Hotline via 1800 641 943 or via email [schools.recruitment@education.vic.gov.au](mailto:schools.recruitment@education.vic.gov.au)

In the meantime, we are happy to assist with hard to staff vacancies by publishing in our newsletter such vacancies and bringing them to the attention of other schools. There may be over entitlement staff at your school who may benefit from having a vacancy brought to their attention. Alternatively, you may have recently run a selection panel and may be able to re-direct unsuccessful applicants to vacancies at nearby schools. This is not intended to replace ROI but merely offer another supportive recruitment measure at a time of desperate need.

School	Vacancy/Vacancies	Contact
Casterton SC	Maths 7-12 (ongoing) English 7-12 (ongoing) HPE 7-10/Health 11/12 (fixed) English/Humanities (fixed)	Meridith Walker Principal 0422 674 991 <a href="mailto:Meridith.walker@education.vic.gov.au">Meridith.walker@education.vic.gov.au</a>
St Arnaud SC	English Teacher (ongoing) ROL # 1310154 <a href="https://schooljobs.eduweb.vic.gov.au">https://schooljobs.eduweb.vic.gov.au</a>	Tony Hand Principal 0408 812 019 <a href="mailto:Tony.Hand@education.vic.gov.au">Tony.Hand@education.vic.gov.au</a>
Newbury PS	Classroom Teacher (8 x ongoing) ROL #130917, 1309180, 1309181, 1309182, 1309183, 1309184, 1309185, 1309186. ES positions x 14 (10xongoing 4xfixed term) ROL # 1307344, 1307345, 1307346, 1307347, 1307348, 1307349, 1307450, 1307351, 1307352, 1307353, 1307354, 1307355, 1307356, 1307357	Michelle Nunn Principal 0403 776 694 <a href="mailto:michelle.nunn@education.vic.gov.au">michelle.nunn@education.vic.gov.au</a>
Goorong PS	Graduate Teacher Position Fixed term ROL# 1308741 <a href="#">link</a>	Jason Cox Principal 0438 915 200 <a href="mailto:jason.cox@education.vic.gov.au">jason.cox@education.vic.gov.au</a>
Toorloo Arm PS	Classroom Teacher Grade 3/4 Full-time/Fixed term	Kerry Hughes Principal 0429 149 892 <a href="mailto:Kerry.hughes@education.vic.gov.au">Kerry.hughes@education.vic.gov.au</a>



### 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](mailto:TKing@apf.net.au)

**Mark - 0418 551 375**



[industrialofficer@apf.net.au](mailto:industrialofficer@apf.net.au)

**Jenna— 0412 584 002**



[jbenison@apf.net.au](mailto:jbenison@apf.net.au)



## ***Tutor Learning Initiative (TLI) and Middle Years Literacy and Numeracy Support (MYLNS) Funding***

Following the release of the Indicative Student Resource Package, a direct-send email was distributed to principals regarding the arrangements for the Tutor Learning Initiative (TLI) and Middle Years Literacy and Numeracy Support (MYLNS) initiative in 2023.

Principals were advised of their TLI and MYLNS funding allocations in the Indicative SRP on 14 September – the direct-send email provides important supplementary information, as follows:

- The email advises schools of the unspent credit funds that are to be directed to support engagement of tutors for TLI. This use of unspent credit funds is consistent with previous years, and is outlined in the published [2023 student resource package indicative guide \(PDF\)](#). This was also highlighted to schools in the SRP Circular on 14 September which indicated that in cases “*where schools have unspent credit funds in excess of \$10,000 provided for the employment of teaching and support staff, a proportion of these unspent funds may be directed to support the engagement of tutors under the Tutor Learning Initiative 2023*”. Financial Services Division has calculated schools’ contribution towards TLI 2023 on the basis of projected 2022 credit surplus as at pay 202206 (24 Sep 2022).
- The email also provides information on 2023 MYLNS funding, and links principals to the SRP guidance which will be updated to include additional detail to support schools with workforce planning and the number of students eligible for support.

The information in the letter is integral in supporting principals in their planning for the 2023 school year.

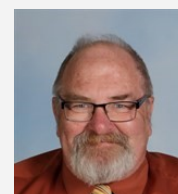
## ***Principals in Residence - news from The Academy***

An exciting opportunity exists for Principals to enhance their leadership skills, influence system coherence and develop broader policy and program experience within the education sector. Expressions of interest are invited for up to ten (10) Principal in Residence 1.0 FTE position for 12 months at the Victorian Academy of Teaching and Leadership (the Academy) based in either the Leadership Excellence Division or the Teaching Excellence Division.

The Academy sets a new benchmark for educational excellence in Australia. As a statutory authority, our influence spans government, Independent and Catholic school sectors, giving us the reach and unique ability to further enhance the teaching and leadership of Victorian educators. Our professional learning courses and programs contribute to improving outcomes for students and to elevating the teaching profession. We champion and promote lifelong learning and focus on giving teachers and school leaders opportunities to develop their expertise to make a deeper impact.

In the Leadership Excellence Division, these Principal in Residence roles will:

- Partner with program leads to ensure the provision of the highest quality professional learning including lead and advise on developing and implementing leadership excellence programs and activities.
- Act as thought leaders and subject matter experts to monitor, evaluate and strengthen the quality and coherence of the leadership excellence professional learning in partnership with colleagues and stakeholders
- Provide expert insights to strengthen coherence and impact of leadership professional learning through representation on Advisory Groups, Design Summits and Steering Committees.



David Finnerty



Julie Podbury



Loretta Piazza

DAFIN Consulting can devise outstanding programs to deliver leadership training to your staff or staff from a group of schools.

Contact:

David 0412 927 007,  
Julie 0419 103 664, or

Loretta 0418 597 069  
to discuss how we can assist you

Feedback from current course is outstanding.

# **The Union exclusively for the Principal Class**

- Develop leadership capability of Victorian school leaders by facilitating professional learning, supporting initiatives and mentoring Academy staff including lead on the design and implementation of the Academy Master Facilitator initiative for Inspire, Leading by Learning, and Master Trainer – Literacy and Numeracy, mentoring and the VAPA.

In the Teaching Excellence Division, these Principal in Residence roles will:

- Lead, advise and mentor VPS and Master Teacher staff on maintaining the highest quality of learning design, implementing, monitoring, and evaluating the Teaching Excellence (professional learning) Program (TEP),
- Lead, advise and mentor VPS and Master Teacher staff on developing, implementing, monitoring, and evaluating the highest quality and sustainability of emerging Fellowships and Alumni programs

The role includes fostering and facilitating effective internal and external stakeholder relationships, contributing to cross-agency and sector collaboration, and providing expert advice about the content, processes and strategies that will shape Principal and school leaderships programs. In addition to specialist expertise for professional learning and school leadership, the required capabilities for the position include, influence and negotiation, project management, specialist expertise for professional learning program development, stakeholder management, and initiative and accountability.

The Academy will be running an online information session next Thursday 3 November from 4.15-4.30pm. [Registrations for the session are essential.](#)

**Application close 11.59pm, 8 November 2022**

Please forward applications to: [yeolanda.monterio@education.vic.gov.au](mailto:yeolanda.monterio@education.vic.gov.au) phone: 03 7022 1267

For questions regarding Principals in Residence Leadership Excellence please contact Kate Morris, Director Leadership Excellence, on 0412 053 436 [kate.morris@education.vic.gov.au](mailto:kate.morris@education.vic.gov.au) or

For questions regarding Principals in Residence Teaching Excellence please contact Dr Claire Brown, Director, Teaching Excellence Division, on 0499 726 194 at [Claire.brown4@education.vic.gov.au](mailto:Claire.brown4@education.vic.gov.au).



### ***B is for Balance***

When your workload increases along with mental, emotional and physical stress, you need to counterbalance the negative effects you'll be feeling.

Doing something enjoyable after a demanding and difficult meeting, incident or time in your day neutralises the aftermath by exerting an opposite influence.

If I stayed after school for a meeting that went for several hours into my already long day, then I would go in later the next day or leave early the next day to counterbalance my long hours. I would make good use of this time by going for an early-morning walk or to the gym. My phone would always be on because technically I was on call for those hours, but I prioritised myself. It's key to get that balance and momentum in your life so you are always moving forwards and not going backwards.

### **Acknowledgement:**

**Deborah Patterson,  
Passion, Guts & Leadership**

**An A-Z for the unconventional leader.**

*At all good book sellers &  
[ambapress.com.au](http://ambapress.com.au)*

## **Photos from the AGM & Seminar 2022**



# **The Union exclusively for the Principal Class**