

Australian Principals Federation



President's Message – Tina King

Congratulations to our colleagues at VASSP and the VPA on their respective annual conferences held last week. I had the pleasure of attending the conference dinner for both associations and the collegiality and connections that were evident, demonstrated the keen desire for our leaders to connect and collaborate.

With workforce planning and subsequent recruitment processes well underway, obtaining applicants and candidates continues to be the ongoing challenge for many schools. The teacher vacancies on Recruitment on Line continue to increase and this will only grow as indicative 2024 school budgets are released in early October. I note with interest that whilst teacher vacancies continue to increase the number of graduate positions, whilst increasing slightly, is not growing proportionally to the number of teacher vacancies. One must ponder whether or not this is an unintended consequence of the revised DE policy requiring schools to advertise all graduate vacancies as ongoing?

I read with interest an article by John Hughes (Melbourne Graduate School of Education) published in Education Today titled [The Teacher Shortage is a Myth!](#). The headline certainly caught my eye for as far as many school leaders are concerned, candidates are not applying and vacancies are going unfilled. John makes some critical points and raises some key issues and I recommend a read of the article as it will resonate with many of you.

"...Perhaps the biggest of all frustrations is with employers - this seems particularly relevant to government schools. Despite assurances that workload issues will be addressed in any new agreement, only 'band-aid' solutions are ever found, and these are generally unworkable in real terms..."

The Hunter Institute for Mental Health, in a 2017 study, suggested up to half of new graduate teachers leave within the first five years of practice, citing workload and a lack of support as some of the major reasons for this. It is for this very reason that the 'teacher shortage' is a myth..."

John Hughes: The Educator August 2023

As we have long argued and stated, it is not simply a teacher attraction issue, but more about retention. It's important to note that addressing the teacher shortage requires a multifaceted approach involving policies and strategies to improve teacher recruitment, retention, working conditions and training programs. We are pleased to see that at least on the recruitment front, there have been some enhancements as reported later on (see article on the Department's new teacher recruitment initiative).

Tina King

SAVE THE DATE

APF Annual General Meeting & Seminar

Friday 27 October 2023
9:30 am – 3:30 pm
Rendezvous Hotel
(Details to follow)



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

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www.principalsdigests.com



<https://apf.net.au>



The Union exclusively for the Principal Class

New Teacher Recruitment Initiative

Schools now have a new pathway to employ teachers which expedites the process and maximises employment opportunities through the **Job Opportunity Pool** in Recruitment Online (ROL).

It is a continued requirement that all vacancies are filled on a merit basis and in accordance with the Department’s selection procedures however principals may select one of the following pathways in seeking candidates for either an ongoing or fixed term teacher vacancy:

1. As per current practice, the vacancy is advertised for a minimum of 14 days, with applicants applying via ROL and submitting a CV and written response to the key selection criteria. After the position has closed, panel shortlists, interviews, reference checks and appoints.

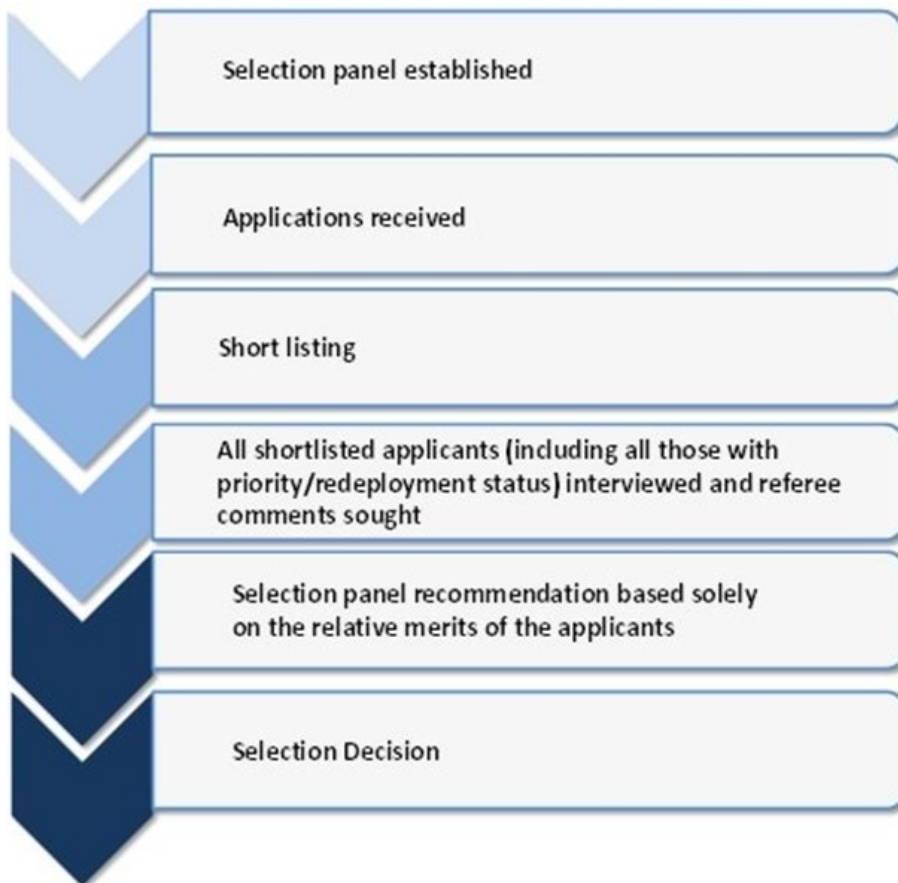
OR

2. The job is posted in the Job Opportunity Pool in ROL for a minimum of 3 days. Candidates will be matched for the vacancy based on their profile (which they have entered in the Job Opportunity Pool on ROL). No written response to key selection criteria is required as this will need to be addressed during the interview and referee checks.

The second pathway certainly expedites the process as you do not need to wait for the 14 days for the vacancy to close before shortlisting and commencing the interview process.

Once candidates have been identified using one of the above methods, the selection panel must proceed as per the Department’s selection process, ensuring a merit-based process.

Further information is available on the Department’s HR: Recruitment in Schools site available [here](#).



*Jenna Benison
Executive Officer*

Keep your data up to date

If you change school, address, phone number or credit card please make sure you advise the APF, so we can service your membership needs properly.

Contact me by email at JBenison@apf.net.au or via phone at 0412 584 002.



The Academy Leadership Programs

The Victorian Academy of Teaching and Leadership (the Academy) provides evidence-based professional learning, events and initiatives designed to take Victoria's highly skilled teachers and school leaders from great to exceptional.

Established in 2022, the Academy offers programs that will develop your skills and confidence as a school leader. These include [coaching and mentoring](#) programs such as [Principal Mentoring Leadership Coaching](#), [Coach Accreditation](#) and [Coaching with Confidence](#), and programs to increase leadership expertise and capability, including [Leading School Improvement](#) and [Leading Teaching, Learning and Wellbeing](#).

For aspiring principals, the Academy offers the [Victorian Aspiring Principal Assessment](#) (VAPA). The VAPA evaluates readiness for the principal role, identifies targeted professional development needs and creates an evidence base for professional recognition of performance.

The *Teaching Excellence Program* (TEP) is a year-long professional learning experience for highly skilled teachers. Applications require principal endorsement and you are encouraged to share this link with your teachers, [TEP webpage](#).

Explore all Academy professional learning opportunities on our [website](#).

With 9 locations across metropolitan and regional Victoria we hope to see you at one of our centres soon.



VIT Annual Registration Tasks

As you would be aware, all Victorian teachers are required to **complete the annual registration process by 30 September** each year in order to maintain their registration. The annual registration process applies to all registration categories.

The annual registration period is now open. Teachers can login to their MyVIT account to complete their registration tasks.

Email and postal notifications will be issued to teachers during the next week. To supplement this, VIT is seeking your assistance to promote the annual registration period through your channels as relevant.

This [news item](#) provides teachers with all the information they require to complete their tasks (including a 'how to' guide and video, [FAQs](#) and more).



Registration process to be complete
by

30 September



COERCIVE LEADERSHIP

Coercive leadership is a leadership style that was originally outlined in Daniel Goleman's Theory of Emotional Intelligence. It describes a type of leader recognized by their competitive, demanding nature.

A coercive working environment is one in which threats are used to achieve goals. This can include strategies such as withdrawing access to bonuses if targets are not met.

This style of leader is well known for demanding unwavering excellent performance from their team members and employees.

A coercive leader will expect the very best out of their staff at all times and are less likely to be understanding of shortcomings. They expect their authority to be acknowledged and recognized, with employees doing as the leader asks without question.

Distributed by
TradePub.co, 28 August
2023. Download the full
[article here](#)

The Union exclusively for the Principal Class

Learn more about Securing Connected Learners

The Securing Connected Learners (SCL) program kicked off in May 2023 and aims to enhance child safety, cyber-security, and technology services in schools. This supports implementation of the Technologies and ICT Services in Schools policy, which requires all government schools to transition to department managed technologies by the end of 2028.

Benefits of this change for schools include:

- Increased online child safety and security
- Increased access to technology features and services
- Reduced technology burden for schools
- Equitable access to leading technologies.

The SCL program represents a significant change for both the department and many schools. We aim to take a gradual approach to learn from schools, improve services, and build on the technology advances and investments that schools have made. The program will deliver a technology foundation that will enable schools and the department to continue to innovate and keep students safe.

Schools can help shape and expand the current suite of department managed technologies by providing feedback via the [contact us online form](#). Schools will be able to continue to adopt and use other technologies not currently provided by the department and ensure they comply with department policies and standards.

Upcoming information sessions:

The SCL program will be hosting the first of a series of online information sessions for school technology leaders in Term 4. Join us to meet the team and get a brief update on where we are up to and have any questions you have answered.

Visit the [SCL intranet site](#) to register your interest in attending.

More information:

If you'd like to learn more about the Securing Connected Learners program, you can contact them via the links below:

[SCL intranet site](#) (internal staff)

[Contact us online form](#) (internal staff)

Note: Many principals have reached out to express concern in relation to the new Securing Connected Learners IT policy. The revisions require schools to migrate their school-managed technologies to department provided technologies, where available. If you fear this will adversely impact upon your school, please reach out to the team at SCL for support and advice.



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