

# Australian Principals Federation



## President's Message – Tina King

The Department currently provides a suite of workforce supports and initiatives aimed at attracting individuals to the profession and in particular hard to staff areas. Complementing these initiatives is the financial commitment [announced by the Premier](#) yesterday (close to \$230 million) which is aimed at growing the teaching workforce. Key to the announcement is that the Victorian

Government will offer scholarships to cover the cost of secondary teaching degrees from the commencement of next year. This is a significant investment and commitment to our government schools and aligns with pledges already made in the health care sector.

***Australian Principals Federation president Tina King applauded the government for providing incentives.***

***"But society also has a role to play in giving teaching the kudos and the status the profession deserves in demonstrating respect and consideration for the work our teachers do," King said.***

***"We are still going to have trouble attracting people to the profession. It's a start, and it will help, but alongside that, society has a part to play in supporting our teachers."***

*The Age: 12 September 2023*

Teachers play a crucial role in shaping future generations, yet their efforts often go underappreciated and undervalued. We know that teachers often face unrealistic expectations from the very communities they serve and ever-increasing bureaucratic burdens. Such pressures can and do detract from the core functions of teaching and lead to burnout.

The government's teaching attraction investment announced yesterday is certainly most welcomed as it emphasises the importance of teachers however, a broader societal shift is needed to fully acknowledge and value the essential role teachers play in shaping the future and to ensure our teachers receive the respect, support and recognition they deserve.

As the term break approaches, we want to acknowledge your unwavering dedication to education. Without doubt, your leadership has been a guiding light through challenging times. Please take time to rest, rejuvenate and cherish moments with loved ones.

*T. King*

## APF Annual General Meeting & PD Seminar

*Leading with Hope & Optimism*

Friday 27th October 9.30-3.30

Rendezvous Hotel, 328 Flinders St, Melbourne

Full program and registration available next term



**311/19 Milton Pde.  
Malvern. 3144**

**Office phone: 0412 584002**

### In this issue:

President Tina discusses the suite of initiatives to address the workforce shortage in schools, in her front page message.

Department Workforce Initiatives, P2

State Government Announced Workforce Initiatives, P2

Professional learning at the Victorian Academy of Teaching & Learning, P3

Did you miss this? eduPay enhancements re camp related TIL, P3

Australian Principal Health & Wellbeing Survey is now live, details, P4

Henry Grossek discusses the role of humour, P4

Mobile Phone contract for school newsletters, P5

Principal's Digest article re importance of Dad Jokes, C3 & 5

[www.principalsdigests.com](http://www.principalsdigests.com)



<https://apf.net.au>

# The Union exclusively for the Principal Class

## Department Workforce Initiatives

At the last APF State Council meeting, Andrea Del Monaco (DE Deputy Secretary Schools Workforce) was in attendance and highlighted the current workforce supports and initiatives available for schools. An overview of the various supports and initiatives is available [here](#).

- **Graduate Recruitment Initiative** which offers incentives of \$5,650 as well as the change to the recruitment policy which states that Graduate vacancies must be advertised as ongoing. Please note that this incentive is only available for graduate appointments after 29 August 2023 and cannot be paid retrospectively.
- **Teacher Recruitment Initiative** aims to assist recruiters by streamlining and expediting the recruitment process via the Job Opportunities Pool. Candidates are auto-matched to their preferences and no longer required to lodge key selection criteria. Note: Recruiters cannot run the two processes concurrently – you either advertise via the Job Opportunity Pool or via Recruitment On Line (ROL).
- **Returning Teachers Support Service** which offers individualised support to non-practising teachers to transition successfully into the workforce.
- **Teacher Re-Engagement Initiative** is targeted for teachers who are on a career break with no direct connection to a school. This initiative aims to re-engage teachers who have been out of teaching for more than a year. (Teachers who have been on parental leave for more than 2 years are able to access up to 40 days temporary resumption).
- **Migration Support Service (International Recruitment)** provides free legal advice on sponsorship and visa arrangements.
- **Initial Teacher Education Programs** known as the Teach Today and Teach Tomorrow programs offering scholarships. Pre-service teachers enrolled in Teach Today program receive a department funded scholarship of \$2,400 and can be employed in schools as ES staff or paraprofessionals whilst completing a postgraduate teaching degree. Pre-service teachers enrolled in a Teach Tomorrow program received department funded scholarships of \$15,000 whilst they study and undertake placement in schools.
- **Casual Relief Teacher Travel Fund** supports rural and regional schools with CRT supply. Special payments can range from \$925 to \$10,000 pa.

## State Government Announced Workforce Initiatives

The [\\$229.8 million package](#) aimed at growing the government school teaching workforce will see:

- ♦ **Scholarships** to cover the cost of secondary school teacher degrees in 2024 and 2025.
- ♦ The continuation and expansion of the **Targeted Financial Incentives Program** which offers incentives of up to \$50,000 for teachers to take up rural, remote and hard to staff positions in government schools.



*Jenna Benison  
Executive Officer*

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date**

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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](mailto:JBenison@apf.net.au)  
or via phone at  
0412 584 002.



# The Union exclusively for the Principal Class

- ♦ The expansion of the **Career Start** initiative aimed at supporting and retaining graduate teachers.
- ♦ The trial of **employment based undergraduate degrees**. This program will allow people to study and qualify as a teacher while undertaking paid work at a school. It will also provide a pathway for ES staff to gain teaching qualifications.



## Professional learning at the Victorian Academy of Teaching & Learning

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.

Explore the highlights below or visit the [Academy website](#) for further professional learning opportunities.

### Measuring What We Value - Commences 9 October

Embark on a deep dive into learning theory and be challenged to rethink the way you approach assessment and how you measure success in your school.

For more information and to register visit the [Measuring What We Value](#) webpage.

### Women in Leadership: Build your capability and influence - Commences 25 October

Discover your leadership values and vision, and learn how to reach your full potential as an impactful woman by developing your leadership skills and confidence.

For more information and to register visit the [Women in Leadership](#) webpage.

### Addressing Mathematics Anxiety - Commences 26 October

Learn to build better mathematics foundations to implement numeracy improvement plans and develop your confidence to transform mathematics anxiety into numeracy success.

For more information and to register visit the [Addressing Mathematics Anxiety](#) webpage.

[Subscribe to the Academy Connect newsletter](#) to stay up to date with all the Academy news and professional learning opportunities.



## eduPay enhancements

In case members missed the information in the [DE Schools Update 29 August 2023](#), eduPay has finally been enhanced to allow principals to

delegate the authorisation of time in lieu to business managers or other key staff. In addition, eduPay now facilitates an automatic payout of the overnight time-in-lieu on camps for the 8 hours (11 pm to 7 am).



From Hippocampus -  
an email service from  
Principal's Digest

## Dad Jokes are Important

Dad jokes typically feature straightforward wordplay and a simple punchline, often evoking either laughter or exaggerated groans from their audience. These jokes have gained popularity, partly due to their use of puns. A recent study, published earlier this year, discovered that people derive more enjoyment from puns compared to most other joke types. The study's authors also suggested that groaning in response to a pun may indicate appreciation for the humour rather than dislike.

Furthermore, other research highlights that dad jokes operate on multiple levels:

1. **As Tame Puns:**  
Dad jokes are known for their wholesome and inoffensive nature, making them suitable for sharing around children.
2. **As Anti-Humour:**  
Some dad jokes are intentionally unfunny, which paradoxically makes them amusing – a form of anti-humour.

[Continues in Column 5](#)

## Australian Principal Health & Wellbeing Survey

**We need your voice to tell the world what is happening to Australian School Leaders!**

We are excited to let you know that the Australian Principal Health & Wellbeing survey is now live for **new participant registrations** at <https://healthandwellbeing.org/AU>. Ongoing previously registered participants have received their links but we encourage school leaders to contact us if their emails have changed. If participants are no longer in a principal role, they can still take the shortened survey. We look forward to hearing the voices of Australian school leaders this year.

**The Australian Principal Health & Wellbeing Survey is a confidential survey, independent of all employer groups, professional associations and unions. First, you will be able to review your job-related personal health and wellbeing, with an individualised report returned automatically upon completion. Second, global results will build a holistic picture of the state of school leader health and wellbeing. The results provide a system-level report with recommendations for future actions.**

**This research has significant impact in the diagnostic feedback given to school principals, the evaluation of existing policy initiatives, and the consultation with state departments leading to important new policy initiatives. If you have taken the survey before, check your email or new participants can register at <https://healthandwellbeing.org/au>**

Warm regards,

Associate Professor Theresa Dicke, Professor Herb Marsh, Dr Paul Kidson, and Dr HeeRa Ko



**IPPE Health & Wellbeing Team**  
Institute for Positive Psychology and Education  
Australian Catholic University



### 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



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Mark - 0418 551 375



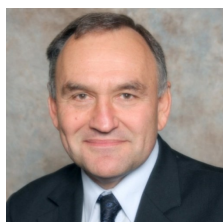
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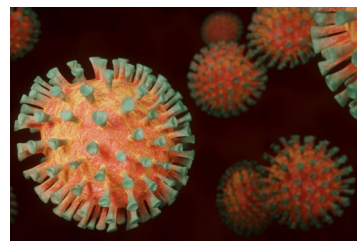
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### From the Memory Box - No.11, Henry Grosse, APF Councillor



If only we could bottle humour a colleague was wont to say when things were not going particularly well for him, I recall. Sadly, it was another type of bottle that got the better of him after a tortured time in teaching many years ago. His story was a sad one, particularly so. The stories of our lives - the ones we retell, over and over, embellished or not, leave a mark. They also tell other tales in the retelling - tales about us.

The COVID years, for their part, have left their mark, indelibly. Just check out the stories that we share; the ones we tell ourselves and others. Hope, that elixir for life's woes, is less present in the stories that I hear right now, less present in the ones I have been telling. As school leaders we are obligated to find, nurture, and even create hope, whilst simultaneously exposing hype masquerading as hope. That's no easy task.



Recently, I was chatting with a film producer, a woman of exceptional hope, one for whom films of a dystopian society hold no appeal, especially not in these times. The films she produces focus on hope and agency; that agency driven by our youth. Her role, as she described it to me, was that of nurturing hope, and central to that hope is humour.

This set me thinking – to what extent can humour be described as a 'sugar hit' experience as distinct from something more substantial. After all we all love a hearty chuckle or wry smile at



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the least and a rollicking good side-splitting belly laugh at best. What can linger though? The research is very interesting, far from being a mere 'sugar hit', humour has some very powerful flow-on effects.

Alexander P. Vilaythong, et al, University of Mississippi, in their published article, Humour, in the International Journal of Humour Research (2003), empirically demonstrated that humour can positively affect psychological and physical well-being, and a sense of humour is a major component of high-hope individuals. These findings have been replicated many times over.



Rohan Watson an Australian professional psychotherapist explains the value of humour in education, citing studies that have shown that an appropriate and relevant humour experienced in a classroom teaching context motivates learning, stimulates creative thought, and inspires positive social and academic responses in students. Clearly humour has much evidence-based benefit for us all.

In times when it is not easy to visualise a hopeful future any time soon in our profession, can we help ourselves and others with the use of humour? The evidence indicates that we can. The stories that we tell, based as they usually are on actual events that once occurred, or embellished over time

for one's own legendary status, are a good starting point.

From my memory box – my first year in teaching, as principal of a one-teacher rural school with 14 students, all those years ago, in my first week I received what seemed like an authentic letter from the Department of Education requesting a thorough facilities check of the school outhouse toilets. I spent considerable time measuring every aspect of the toilets, both internally and externally, dutifully sending the details back to the Department.

It was only when a colleague friend of mine enquired as to whom I had sent my response, that I checked my outgoing mail entries. To my horror, at the time, it was a Mr R.U. Daft! Over the years, that tale has brought its fair share of laughter and smiles to the faces of colleagues, friends, and me.

Fortunately, it is not an isolated instance whereby a slice of humour has cut the ice in my career. Nor has it proven to be the catalyst for earth-shattering, change, yet it is in my best bottle.

**Henry Grosseck is Principal Berwick Lodge Primary School**

### **Suggestion for your school newsletter– Mobile phone contract, Editor**

You will find attached to the newsletter email, a Word "contract" a parent provided to his 13 year old son a few years back. It is a stunning piece of parenting insofar as it deals with the likely issues before the event and lays out the consequences. The parent told me that the hour long discussion he and his wife had with their son, as they discussed the document and what the implications were for both parties, was really useful.

This is provided to you in word as an attachment, so parents can edit the document as appropriate for their children.

Examples of the "conditions" in the contract include:

- 5. You will hand the phone to mum or I each night at 8.30pm every night. It will be shut off for the night and can be turned on again at 7:30 am.
- 9. You will not use the phone when you are supposed to be doing your homework or studying
- 10. You will not use your phone when someone is talking to you.



**3. As Weaponized Anti-Humour:** Dad jokes can also be used playfully to annoy others for entertainment, functioning as a form of weaponized anti-humour.

This playful and harmless teasing serves a dual purpose in fostering bonds between fathers and their adolescent children. It not only adds an element of fun but also helps educate young individuals on how to handle feelings of embarrassment. So, the next time you hear your father unleash a cringe-worthy dad joke, remember that it's not just about the punchline; it's about forging connections and lightening the atmosphere.

**Why don't scientists trust atoms? Because they make up everything!**

*Acknowledgement: Shane Rogers and Marc Hye-Knudsen in The Conversation, September 1, 2023.*  
[Full Article here.](#)

