

## Deputy Principal Minutes 10<sup>th</sup> June 2005

Apologies: K Wratten, Chris Tome

Welcome to all new participants.

### **Minutes from previous minutes:**

Motion: minutes accepted as true and accurate record of previous minutes

Moved: Mark Christison seconded: Noel Heaps

Business arising dealt with later in meeting

### **Correspondence:**

- Partnership agreement with Vladir Ostashkevich from Academy photos and Gary Stoneham from Human Edge. Discussion as per agenda
- Revamp of website
- Invitation to Vocational Education Reference Group accepted by Frank Land.

### **Financial report:**

Bank statement tabled. Balance \$107 000

Notes: Last years conference had a large conference balance, membership has grown and expenses for executive office not as large as expected.

End of financial year at in 10 days please present all cheques asap

Rules of audit require treasurer to submit a budget ratified by the state executive. Sponsorship is part of the part of budget. Surplus is dependent on the sponsorship agreement being signed. See tabled budget

- Motion: the financial report be accepted.  
Moved: 1. Andy Mojsiewzc 2. Bill Campbell: passed
- Motion: the proposed budget be adopted  
Moved: 1. Andy M 2. Steve Ramsey: passed

### **2005 Conference report**

Conference organisation is going well; hoping for 400 participants.

Sponsorship excellent so far at \$64 000

Draft proposal from committee as to disposal of profits.

Committee meeting Wed afternoon 31 August at Conference at 5.00 pm Crown plaza and cocktail party wed night at Crown Plaza at 7.00

Conference at National convention centre

3 motels are form 5 mins walking distance

Package to arrive with deputy principals soon if already registered.

Dinner at war memorial and they are sponsors of the conference

Deputy Principals will use buses to move from venue to venue.

- Motion: That the committee accept and adopt the conference report.  
Moved: Frank Land 2<sup>nd</sup> Steve Barnett: passed

Convey thanks to committee from Bruce on behalf of association

New member's fees are paid through attendance at the conference.  
DP Representatives are to chase deputy principals who didn't attend conference but want to be members. Also to spread the news about Barry's role and fax all school reminding of conference. There are 480 members at this moment.

- Motion: That the first consultation with Barry Lovegrove is available for all deputy principals. Ongoing support is available to financial members.  
Moved: 1. Adrian Bell; 2. Bill Campbell: passed

### **Professional assistant report**

See tabled report

Role to appear on website

Most calls so far have come from country members

Will Attend and assist with district, regional, state conferences

Barry would like to develop a newsletter. Start by sending out to executive before the conference by email.

### **Sponsorship**

Draft partnership agreement tabled.

\$20 000 per year paid in 2 instalments agreement to cover 2 years.

Each issue discussed item by item. Changes include:

Placement of company logo on official stationary

Logo placed in a suitable place on association stationary.

Will give school mail and email address not personal emails and mail?

"The only photographic company to be awarded gold level representation for the duration of the agreement"

- Motion: that motion be put  
Moved: Bill Campbell; 2<sup>nd</sup> Noel Heaps; passed
- Motion: that the deputy principals' association adopt the draft agreement as per amendments  
Moved: 1. Frank Land; 2. Margaret McLelland; passed

### **Relieving principal issue: Hunter Region: Federation Report**

Industrial Issue in Rutherford High School and the position of Principal:

See tabled letter from Steve Barnett

Angelo Gavrialatos to talk on issue (Teachers' Federation).

Angelo introduced himself and proceeded to say Federation was always willing to come and have a discussion with deputy principals' association on working conditions or related issues.

Guidelines on appointments to senior positions have been breached. i.e. Expressions of interest are supposed to be sought from the school before going outside the school. There was also a breach at another school on the central coast. Federation was pursuing this matter. They have threatened to go to the IR Commission to have the guidelines reiterated. Higher duties positions are determined by the supervisor. Schools do not need panels to place a person in a relieving situation.

- Motion: This association ask Cappie-Wood to inform all regional directors that the guidelines as outlined in the Teaching Manual are adhered to by all personnel. The guidelines are in the handbook and further clarified by the director Human resources 1998 and 1999 and distributed to all schools . see attachment  
Moved: 1. Bill Campbell 2.Mark Christison; passed

Salaries campaign award expires at the end of this year. We need to put in place an award that takes effect on the day after the award finishes. We are seeking a three year award, especially in light of the current industrial climate. Also need to take into account current wages awards. They are seeking a 13 % increase over the life of an award.

- Motion: That a covering letter be written to accompany the above motion stating that "The deputy principals' association expresses deep regret the  
Moved: 1. Margaret McLelland; 2. Steve Barnet; passed

### **New staffing agreement**

New agreement has been passed by DET and Federation.

Many deputy principals' are disenchanted by agreement in regard to movement and promotion. New system still relies on codes. System is still able to be manipulated.

48 page document and codes are on det website. Process is not yet complete.

### **Deputy Principal Induction**

The conference will run this year first two days of the holidays. Det plan to do it in regions in future.

### **Memorandum of understanding**

Director-general accepted the memorandum and that there would be a reply. This has not been forth coming.

- Motion: That a letter be sent to the Director-General expressing our disappointment that our written submission has not be responded to and

we request a further meeting to discuss the memorandum and the status of the deputy principals' association within the DET. (Give a time frame for a reply). Also consideration needs to be given to our professional involvement in key reference groups and policy making bodies. Also our commitment to public education and have our contribution of our role in running school as relieving principals acknowledged.

Moved: 1. Steve Barnett; 2. Andy passed.

### **Secondary Principal Council Reports Steve Ramsey.**

See tabled report

Main issues were

- Private school accountabilities
- HSC 2006 early
- Demography of schools huge reduction of schools.
- Future of SC
- Computers on contract
- Student leadership
- School to work = creating future pathways

### **Website M Wride**

- Website is being re built.
- District news to be included; please email your latest news and conferences
- Please make suggestions for other alterations
- Encourage all deputy principals to look at web site
- Encourage all schools to open emails
- Company hyperlink on website academy photos

### **Web Mail report by Col Ekert**

- Motion: Put a proposal to Trevor Fletcher so all deputy principals have a det web mail

Moved: 1. Steve Barnett; 2. Ken Duryea; passed

### **School Leadership Reference Group report by Margaret McLelland**

Meetings have not occurred since T3 2004 and yet the meetings were originally about significant issues at high levels in the DET. Restructure has obviously affected the viability of the meetings and deputy principals need to be represented on this group.

### **Returning Officer report Steve Barnet**

Steve Ramsey President

Steve Barnett deputy president

Andy M treasurer

K Wratten secretary

### **VET report: Frank Land**

First meeting many of the members talk about policy and Frank is the only practising teacher on the group. There are changes in school to work and work experience policy. Meetings will be ad hoc.

### **District Reports: Issues**

*Albury* Denis Benjamin Yanco tried to get a regional conference but there hasn't been a meeting for several years. Barry to meet with regional director to help assist with dp meetings.

*Sydney West* is the same

*Greater western* dps assoc name change from Dubbo. Meetings each term in Dubbo, lack of induction main problems. There are 6 new deputies.

*Penrith* If anyone wants information about SMS messaging Frank Land at Cranbrook, Penrith willing to help

*Hunter* SEDs dragged out a merit selection for 4 weeks

Bob Pratt any risk assess better than none boss must sign off. Audit for OHS Assessment issues SMH currently about to happen to primary schools, secondary schools next year.

*Clarence Coffs meeting /conference* . Student mental issues welfare survey.

*Far North Coast*, all well, Ray Risk assessment for excursions

*Queanbeyan* Peter Shellard returning students from suspension risk assessment violence

*Cowra* has a new association with 2 meetings recently. Email, ohs, leadership program, welfare, support for each other now developing, merit selection not seen to be consistent or fair.

*North Sydney* Barry attended conference, SECQ S Peters,

*SW Sydney* 2 meeting take in turns at diff schools with guest speaker, returning students fro suspensions, email constant

*The shire* regional conference abut have smaller district meeting, suspension return sending in data pilot, Paul Lennox suspensions data collection, Trial suspensions centre, dates for meetings difficult

*NW region* meet tyranny of distance regional conference planned for week 3 t3, same issues as every one else.

*Sydney* conference, retrained teachers Paul Lennox, John Frew, Debbie Hockings Steve Murray

*South Coast* Critical incident plans and lock downs because of police incidents outside of the school. Need a lock down policy. OHS audits.

**General Business** computer roll out north coast flexible screens a problem. Schools with these computer screens cannot see them lasting long.

### **Attachment draft**

The NSW Secondary Deputy Principals' Association shares the DET concern about succession planning and the strengthening of the leadership capacity of all teachers in NSW. Given recent appointments in the Hunter and Central coast, we are concerned that if DET Officers do not follow the clear guidelines in 1.6 of the

Teachers Handbook this mitigates against the spirit of current DET succession planning policy, fairness and espoused ethical philosophy of the DET. It will also add unnecessary stress to the affected staff. These guidelines were reiterated by the Director of staffing / Human Resources Heather Gray in 1998 and again 1999.

The decisions regarding the appointment of deputy principals to relieve principal positions in their schools must follow current guidelines otherwise DET succession planning policy may be compromised and affect the working condition and stress levels of all concerned.