



# New South Wales Secondary Deputy Principals Association Inc.

Website: <http://nswsdpa.asn.au>

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THE NSW SECONDARY DEPUTY PRINCIPALS' ASSOCIATION IS PROUDLY SPONSORED BY



## PRESIDENT'S REPORT

Welcome back to the start of Term 2. Term 1 moved at such a pace I can only hope that this term is more measured. I hope that you have all had a restful break and come back ready for action.

The Association held its first *Professional Learning Day* on Friday 12 March at the Australian Technology Park in facilities provided by our corporate partner Fuji Xerox. The day was a trial with a view to establishing it as a permanent fixture on the professional learning calendar for secondary deputies at a time six months from the Annual Conference. Vice President Margaret McLelland and her outstanding team (Suzan Dickson, Lance Raskall & Kathie Power) put together a well structured and highly relevant program of keynotes and workshops. The day was highly rated by the nearly 70 deputies who attended and the evaluation indicates strong support for a similar event in 2011. I'll keep you all informed on this. Huge congratulations and thank you to Margaret, Suzan, Lance and Kathie.

DER continues with most schools looking forward to receiving the second round of student laptops sometime over the next four months. I can only reiterate that these are laptops for learning and that is our skill as educators and professional developers to use these educational tools to support student learning in the 21<sup>st</sup> century.

I have mentioned before that the one great constant for Deputy Principals is the relentless call on our time, our personal resilience and our professional expertise. It is important to remember that you are not alone and that a whole network of deputies is out there to assist. Please make sure you stay in contact with others. If there is a time when you are a little fragile, remember that the Association has a magnificent resource in our Welfare Officer, Barry Lovegrove. Barry is there to help – let him know if you or a colleague is not handling things too well. (Barry's mobile is: 0425 840 746).

During the last week of term, a panel of Executive members interviewed candidates for the position of Executive Offer for the Association. I am very pleased to announce that Col Ekert has accepted the position and is already working to assist the Association and State Congress. Well done Col! Welcome to the team.

The Deputy Principal Induction Conference was held in the last week of the holidays in the William Wilkins Gallery at Bridge Street. Over 40 new secondary deputies joined primary colleagues in this very successful two day conference. The Association has been a strong advocate for and supporter of the conference over the past six years. We were very pleased to co-host (with the Primary Deputy Principals Network) a cocktail reception for the participants on the first night. Please consider colleagues who have made a significant contribution to public education and who may be eligible for *Life*

**Membership** of the Association. A member may be considered to have made a significant contribution if the member has:

- occupied the position of deputy principal for a minimum of five years, and has been a financial member of the Association during the whole period.
- has served the Association with merit as a member of the Executive, Regional/local Representative to State Congress or Leader of a project team for at least two years
- has been an active supporter of Association activities

Nomination forms are available on the Association's website, or at <http://www.nswsdpa.asn.au/membership.html>

I also take the opportunity to remind members about the 2011 **Academy Fellowship**. It is a good time for all members to consider applying for this annual fellowship for next year (applications close with the Executive Officer on 30 June each year). It does take a little time to decide on the nature and scope your project. The fellowship is awarded for a research project proposal with the best potential to create improved policy and practice to advantage public education and the work of Deputy Principals. There is potential for more than one fellowship to be awarded. See the Association webpage for a sample application and details: <http://www.nswsdpa.asn.au/fellowship.html> .

I have been in negotiations with a number of organisations who have expressed the desire to be a Corporate Partner with the Association. I will look forward to announcing these three new partners at the Annual Conference at the Hilton in Sydney in September. I hope everyone has set aside the dates of the Annual Conference in their school calendars. The 2010 conference will be hosted by the Northern Sydney Regional Association at the Sydney Hilton on 1, 2 and 3 September 2010. Look out for the online registration in May.

I hope your regional meetings this term are successful and well attended.

**Steve Ramsey**  
**President**

## **VICE PRESIDENT'S REPORT**

### **DP Welfare**

I believe one of the largest causes of stress on a Deputy Principal is the expectation that you are capable of solving all problems. It is as if as soon as you become a Deputy Principal you achieve the Wisdom of Solomon and you are given a magic wand. With these new found powers comes also the expectation from some staff including Head Teachers that you are there to deal and solve their problems as well. It is easy to fall into the trap that while trying to be supportive of your staff, you end up taking on their job as well as your own. When this occurs you will find that you will become overwhelmed by it all.

First be wary of staff sending you problems straight from the classroom. You must use the Head Teachers as a form of protection around you. So anything that comes from the classroom needs to be dealt with first by the Head Teacher. So send them back to the Head Teacher to be investigated and if they then believe it needs to be dealt with at a DP's level then they will come to you with all the information. You will find that the Head Teachers will deal with most things. Have the Head Teachers remind their staff that they are to refer everything from the classroom to them first.

It is the Head Teacher area of responsibility and you do not want to undermine their authority. At times the student will arrive at your office during class time because the Head teacher is on class. The student can stay outside your office, possibly have them write an incident report, but at the end of the lesson send the student to the Head Teacher. Never deal with an issue without a written report from the teacher. I always use the excuse that I need it written down so I have it clearly in my head for when I am talking to the student or parents. This really is a good exercise for the staff member. It can make them think about what really took place, how important it really is and how they may have even contributed. Sometimes I never hear about the incident again.

The other problem, we face, are the teachers and Head Teachers who bring students to you demanding immediate action when it should be something that they should be dealing with. A method I use is to listen to the teacher then talk to the student about what has been said. Point out to the student why they are in the wrong and then inform the teacher and the student what actions the teacher or Head Teacher is going to take. Of course you don't want to take their authority away from them in front of the students. These types of teachers soon realise that that you are supporting them but you are not going to do their job.

These are just a few ideas that I use so as not to become burdened with problems that are not mine. Many of you have plenty of other strategies. We need to share these ideas. If you have any ideas please email me at [stephen.j.barnett@det.nsw.edu.au](mailto:stephen.j.barnett@det.nsw.edu.au) so we can share them among all of us.

Remember a glass of red or any other form of relaxation helps after a particularly stressful day. If it becomes a large bottle of red at the end of every day, talk to someone. Keep up the good work.

**Stephen Barnett**  
**Vice President**

## **GENERAL REPORT ON THE NSW SDPA PROFESSIONAL LEARNING DAY 12 MARCH**

### **Background**

The first professional learning day was held on Friday 12 March 2010. The venue selected were facilities – conference and meeting rooms - offered by one of our major sponsors, Fuji Xerox at The Australian Technology Park. The sponsor also generously supplied lunch on the day and arranged for the printing of the Professional Learning Day program and other materials as they were required.

Maintaining ongoing close contact with the Fuji Xerox representative was critical as decisions needed to be made about the technology facilities and other factors which affected the number of participants that the venue could cope with. Sydney Region technology consultants were very keen to be involved and were also involved in checking the capacity of the venue to meet the needs of the presenters and participants.

The original intention was to design a pilot professional learning day limiting participation to 50 SDPs. Our ten regional coordinators were asked to offer five places to SDPs from each region. However, ten days before the event, we had received only 35 applications to attend and so the Senior Executive made the decision to issue a general invitation to all SDPs using the Association's multiple distribution list. In the end, 70 SDPs applied to attend and all were accepted. Our sponsor was also willing to cater to the increased number of participants. On the day, 63 SDPs actually attended.

The professional learning day was structured on the model designed by the Professional Learning Working Party for the SPC. We offered three keynote addresses and three slots for four workshops – 12 workshops in total. Based on informal suggestions from a number of SDPs about their professional learning needs, invitations were issued to a number of DET personnel – consultants and principals – to present on topics with a balance between the pedagogical and operational. Current State and National agendas impacting on new directions of student learning - in regard to digital technology, innovative teaching practices and the raising of the school age – were addressed. There was a very strong, positive response from all DET Directorates to support this event and the SPC and individual principal presenters who went to considerable effort to provide detailed, rich deliveries.

The event was organised by a core team of Sydney Region SDPs who had been part of a larger team which organised the Annual Conference in 2008. The previous experience was extremely valuable when allocating various roles and distributing tasks. Thanks to Suzan Dickson, Kathie Power and Lance Raskall for their assistance with the organisation and also to Andrew Anderson for logistical support.

The timing of the Professional Learning Day in Term 1 meant that key tasks such as booking the venue, approaching keynote speakers and workshop leaders and constructing the invitation pamphlet had to be completed by the end of Term 4 in the previous year. This left the fine detail to be completed in Term 1 this year.

### **Recommendations**

Information in the final evaluation and anecdotal feedback on the day, together with the experience of the organisers has lead to the following recommendations to the State Congress of the NSWSDPA:

- The actual event was highly rated overall and SDPs indicated that they were very keen for another event such as this to be offered in 2011. It is strongly recommended that another Professional Learning Day take place in Term 1 2011.
- Identifying the topic areas for the professional learning was a critical aspect and canvassing widely amongst colleagues gave a clear indication of specific needs and requests.

- Reducing the keynote speakers **to from three to two** would allow for an extension of time for the workshops, which were highly rated but sometimes rushed. The workshop on School Finances was rated as one of the best. It was conducted by a principal who also leads the SPC working party and the wealth of practical advice and suggestions required enough time to delve into the detail and to discuss and respond to questions.
- The timing of the event in Term 1, which is a very busy term, means that it is critical to begin to organise as soon as possible and to have a small, flexible team.
- SASS support for the banking of course fees and the printing of name tags etc, was essential. As these duties were in addition to normal SASS duties, the schools involved were compensated.
- The technology capacity of this venue was restricted and this had the potential to cause significant problems for speakers and workshop participants who needed to access the Internet.
- The venue was problematic (see General Comments) in that while it was provided at no cost and saved the Association a considerable amount of money, there were some complaints that it was hard to find and at times, cramped. It would be difficult to cater to more than 70 participants at this venue.
- The event should be available to all SDPs so that there is equity of access, particularly to SDPs in country regions.
- The inclusion of a slot for the NSWSDPA Welfare Officer was important as it again raised the profile of this important support within the Association.
- Ongoing liaison with Senior Executive officers ensured that the organisation addressed parameters set down by the Association and it also provided an informal conduit when problems arose, as they did in regard to disseminating the invitations across the State. The final action of issuing the invitation via the State multiple distribution lists addressed equity of access and also resulted in swelling the numbers of participants.
- While there was frustration expressed in regard to some external agendas, the SDPs appreciated the forum to collectively debate and question some policies and to share experience of successful practices.
- The capacity exists for a professional learning day for this Association to be supported by a digital base which will enhance the efficiency of the event organisation and evaluation and dissemination of information to participants; it can operate to provide electronic access to presentations and interaction of participants post-event in an ongoing professional learning dialogue.

**Margaret McLelland**  
**Acting Vice President NSWSDPA**

## **EXECUTIVE OFFICER'S REPORT**

As Col Ekert has been appointed Executive Officer from the beginning of Term 2, this is the final report I will be making under the title of Executive Officer. My role will be that of Welfare Officer and I will be handing over to Col all of the Associations administrative duties that I have worked in over the past five years or more. Congratulations to Col on his appointment and I look forward to working with him in his administration role for the association.

The organisation for the 2010 State Conference is well underway and a conference report is included in this newsletter. Just a reminder - the date is 1<sup>st</sup> – 3<sup>rd</sup> September and the venue is the Sydney Hilton. Already indications are that this will be an extremely busy term for schools.

### **The following Principal Appointments have been made since our Term 1 Newsletter:**

<b>Surname</b>	<b>First Name</b>	<b>School Name</b>	<b>Pos Level</b>	<b>Date Commenced</b>	<b>Previous School</b>	<b>Previous Pos Level</b>
Scott	David	Oberon High	PH2	20100301	Yeoval Central	PC4
Turansky	Rick	Alexandria Park	PH2	20100127	Engadine High	DPH
Haydon	Kevin	Lucas Heights	PH1	20100127	Cronulla High	DPH
King	Peter	Byron Bay High	PH2	20100127	Monaro High	PH2
Cameron	Stafford	Duval High	PH2	20100127	Toormina High	DPH

### **The following Deputy Principal Appointments have been made in March/April 2010:**

<b>Surname</b>	<b>First Name</b>	<b>School Name</b>	<b>Pos Level</b>	<b>Date Commenced</b>	<b>Previous School</b>	<b>Previous Pos Level</b>
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Braham	Phillip	Chifley College Mount Druitt Camp	DPH	20100127	Chifley College Bidwill Campus	DPH
Gerritsen	Michael	Illawarra Sports High	DPH	20100127	Illawarra Sports High	HED
Macey	Roger	Brisbane Water Sec Woy Woy Campus	DPH	20100219	Brisbane Water Sec Woy Woy Campus	HED
Ryan	Paul	Albion Park High	DPH	20100218	Albion Park High	HED
Walker	Nerida	Syd Sec College Balmain Campus	DPH	20100215	Syd Sec College Balmain Campus	HED
Dibley	Deborah	Hunter River High	DPH	20100419	Hunter River High	HED
Steward	Kathryn	Coffs Harbour High	DPH	20100419	Toormina High	HED
Vernon	Peter	Nambucca Heads High	DPH	20100419	Bellingen High	HED
Christison	Mark	Beverly Hills Girls High	DPH	20100419	Lucas Heights Community	DPH
Lynch	Robyn	Coomoalla High	DPH	20100419	Lake Macquarie High	HED
McRae	Kay	Georges River Oatley Senior Campus	DPH	20100419	Georges River Oatley Senior Campus	HED
Larcombe	Leanne	Georges River Hurstville Boys Camp	DPH	20100419	Georges River Peakhurst Campus	HED
Price	Trevor	Granville South High	DPH	20100419	Port Hacking High	HED
Summerhayes	Claude	Cherrybrook Technology High	DPH	20100329	Cherrybrook Technology High	HED
Attwells	Maria	Caringbah High	DPH	20100419	Blakehurst High	HED
Graham	Ross	Corrimal High	DPH	20100419	Corrimal High	HED

I will be attending the following Deputy Principal Conferences during Term 2.

North Coast - Crescent Head  
Western NSW - Orange  
Selective Schools - Robertson  
Hoping you all have a satisfying Term 2.

**Barry Lovegrove**  
**Executive Officer**

## **DIRECTOR, SCHOOL AND REGIONAL OPERATIONS**

Thank you for the opportunity to contribute to this term's Secondary Deputies' newsletter.

### **Digital Education Revolution**

I attended the Secondary Deputy Principals Association Congress late last term and many questions were asked about the Digital Education Revolution. The issue of the cost of repairs for broken laptop screens was raised. This has been followed up by the DER team and they have arranged for all non-warranty screen repairs to be priced at \$100 per device.

This is a limited opportunity and will require schools to request a quote for a non-warranty screen repair by no later than 31 May 2010. This offer applies to both the 2009 and 2010 model. Your principal should have received an email from Dianne Marshall Director, DER that provides more details about this offer.

I believe that the new 2010 blue laptops will soon be arriving in schools.

### **LMBR**

On 1 March a new finance system called SAP went live for all regional and state office finance functions. Two Shared Service Centers for finance at Parramatta and Bathurst commenced operations on the same day.

The Shared Service Centers provide contact centers for SAP inquiries and aggregate all finance transaction processing. Planning for the roll-out of SAP to schools and TAFE has begun. It is envisaged that a small group of schools will begin to use SAP in October 2010.

Student Administration and Learning Management (SALM) and SAP (finance) are systems that will support schools to better manage their resources.

**Debbie Hockings**  
**Director, School and Regional Operations**

### **ACADEMY PHOTOGRAPHY**

As the NSWSDPA Business Partner for the past five years, Academy is more than just a school photographer. Looking for Student Attendance Management Systems, Yearbook production and printing, SMS messaging to parents or general printing needs, including end of year school reports, prospectuses, letterheads, envelopes, brochures, flyers etc. let us quote. You'll be surprised how much time and money we can save you.

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## **Sydney Hilton**

Only 19 weeks to wait before the start of the 2010 Annual Conference.

The Conference is to be held at the Sydney Hilton, 488 George Street, Sydney on the 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> September 2010 and is being hosted by Northern Sydney Region Deputy Principals.

*The theme of the conference is “Catalysts – making it happen”.*

This theme enables us to focus on the role of the Deputy Principal as a leader of innovation and change in the school as they empower staff, students and the school community to become partners in learning in a period of rapid change.

The Conference Team has engaged quality international and national keynote speakers to address the theme. Steve Dinham, from ACER will focus on distributive leadership as a catalyst for change. Apryll Parata, an international educationist from New Zealand, will inspire us with her story of transforming a challenging school into a performing and achieving school. Scott Henderson is an industry consultant with *BSI Training & Development*. As an educator and psychologist, Scott is an entertaining speaker with expertise in leadership, teams and group dynamics, communication, persuasion techniques and workplace satisfaction. Public education advocates, media consultants and authors of *The Stupid Country*, Jane Caro and Chris Bonnor bring a thoughtful perspective to Australian education and the direction it is taking. Passion and humour are a powerful mix in their engaging presentation.

Mr Michael Coutts-Trotter, Director General of Education and Training, will be in attendance at the Conference on Friday 3<sup>rd</sup> September at 10:00pm to speak to the conference and to have morning tea with the delegates.

Workshops are being finalised with many of the sessions focussed on the identified professional learning needs of Secondary Deputy Principals. Some of these include DER in your school, Institute of Teachers, EPAC, Satchel Exercise, Mentoring New Teachers, School Staffing, Leading School Finances, Dealing with Difficult People, Legal Services Update, QT in your school – where are you, Board of Studies, Using SMART data to drive whole school improvement, managing people in a change environment, ACARA and the Australian Curriculum, making the best use of ICT in the classroom, developing community partnerships and networks to support student learning.

The organising team looks forward to welcoming you and providing the opportunity to network and take some great ideas and strategies back to school.

Registration will be online at the Association website: <http://www.nswsdpa.asn.au/> from the end of April. Early bird registration and payment before May 31 will have your name go into a draw for a free night's accommodation at the Hilton Sydney including buffet breakfast for two people.

**NSR 2010 Conference Team**