

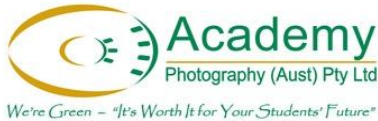
New South Wales Secondary Deputy Principals Association Inc.

Website: www.nswsdpa.asn.au

Newsletter: Term 2/2011

Issued: 3rd May 2011

THE NSW SECONDARY DEPUTY PRINCIPALS' ASSOCIATION IS PROUDLY SPONSORED BY:



PRESIDENT'S REPORT

Welcome back to the start of Term 2. Term 1 was fast and furious but followed by one of the longest autumn holidays in years. I hope that you have all had a restful break and come back ready for action.

As many of you probably know, Vice President Margaret McLelland decided to retire from the DET over the summer holidays and spend some quality time in England. Margaret has been an invaluable member of the Association, the convenor of the Professional Learning work team of the State Congress and Vice President. Margaret was hugely responsible for the inaugural and highly successful 2010 Professional Learning Day held at the Australian Technology Park. Margaret has been a tireless advocate and promoter of secondary deputy principals in both the Sydney Region and across NSW for many years. Although we will all miss Margaret, we certainly thank her for all her energy and insight, and wish her well in her future endeavours.

Following the resignation of Margaret McLelland as Vice President of the Association, the Term 1 State Congress has appointed Jenny Parrett (James Fallon HS) as Vice President. It is great to have Jenny in the Executive Team and to bring to focus a strong perspective from regional NSW. Congratulations Jenny.

The Association held its second Professional Learning Day on Friday 25 March at Citigate Central in Sydney. 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(s) Margaret McLelland (initially), Jenny Parrett and Scott Leavers put together a well structured and highly relevant program. The day was well supported by a willing group of volunteer 'registrars' and guides, with over 140 deputies attending. Their evaluations rated the day highly indicated overwhelming support for continuing our PLD in future years. A huge congratulations and thank you to Margaret, Jenny and Scott.

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).

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 seven years, and we have been advocating for a second conference to cater for the large number of colleagues appointed each year. 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 hope everyone has set aside the dates of the Annual Conference in their school calendars. The 2011 conference will be hosted by the Riverina Regional Association at Albury on 31 August, 1 and 2 September 2011.

Look out for the online registration in May.

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

NSWSDPA Dates 2011

10 June	State Congress, Citigate Central Sydney. 8.30am
31 August	Executive Meeting, Albury. 5.00pm
31 August, 1 & 2 September	NSWSDPA Annual Conference, Albury
26 October	Executive Planning Meeting, Bridge Street. 8.30am
25 November	State Congress, Citigate Central Sydney. 8.30am

Steve Ramsey
President

VICE PRESIDENT'S REPORT - DP Welfare

Term 1 saw a slight advancement on the welfare front.

In February, Barry Lovegrove and I meet with the Principals' Welfare Reference Group. Last year they also conducted an extensive survey of their members. It was obvious that there was a lot of common ground between our findings and theirs. The longitudinal data from both groups showed a continuing decline in the overall welfare of Deputy Principals and Principals. Both groups have approached the department with our concerns with very little success. The response for our ex minister, Verity Firth, was not positive. With the SPC we developed a joint submission outlining our three common and most concerning issues around Principals' and Deputy Principals' welfare. These were:

1. The intensification of the workload of Principals and Deputies.
2. The increasing numbers of students with mental health issues
3. The increasing number of aggressive parents and students.

Both associations, in meetings with the Schools Directorate, have started to ask more direct questions about their actual attitude to our welfare as an OH&S issue.

At the our last State Congress meeting Debbie Hocking announced that the Directorate of Schools was setting up a working party to look at the intensification of work for Principals and Deputies. I have asked for a place at the table but I don't know whether that will happen. If we don't, then I will continue to work closely with the SPC reference group to ensure that our voice is heard loud and clearly.

Watch this space for more updates.

Stephen Barnett
Vice President (Welfare)

VICE PRESIDENT'S REPORT – Professional Learning

EVALUATION FROM THE NSWSDPA PROFESSIONAL LEARNING DAY

The NSWSDPA Professional Learning Day was an extremely positive event in our learning calendar. Numbers doubled from last year, showing that there is definitely a wish from our Deputy Principals for learning relating to their work.

The evaluations on the day were overwhelmingly positive. In the evaluations returned, each session was of value to all delegates. There were only three negative comments in the 100 surveys returned. The comments on the day included:

- Absolutely spot on. So much valuable stuff to take back.
- Energising – good structure for Frances to talk big picture first – this is the essence of what the rest were actually talking about.
- Really good opportunity to learn new things about some key areas for DPS
- Great day – worthwhile
- Interesting and controversial (last session)
- Good range – mix of practical and conceptual, some very entertaining and informative presenters
- Many challenges – could have spent so much more time exploring aspects of each presentation.
- Relevant, great collegiality and networking
- An excellent day. Outstanding presentations and great fellowship
- One of the best conferences I have been to. Presenters were fantastic. I left very inspired and motivated. Well done to the organisers.

The presenters were outstanding to work with, and they have submitted materials for our website on their workshops.

Matters to work on include:

- Unfortunate that wireless did not work downstairs
- Well organised –bigger rooms, possibly
- Need to display workshops more clearly

The suggestions for our State Conference in Albury and for future PL days were overwhelmingly in favour of more finance training (particularly in light of LMBR), dealing with difficulty people, supporting beginning Deputy Principals, more opportunities for group networking, enrolment procedures, social media and digital citizenship, police and working with them, bullying, and leadership strategies.

If there are any other ideas do not hesitate to use all manner of digital communication – Darcy Moore’s Blog, the NSWSDPA Ning, or my email – all within portal range or on our website.

I found the day was a great learning experience for me, and the lessons I have learned will be used in Albury this year. It was also possible to run a learning day remotely in Albury, as the team of Scott Leavers, Margaret McLelland, and Col Ekert, along with the executive and members of Congress, were absolutely wonderful to work with. Every step of the way these people provide support where needed.

Jenny Parrett
Vice President (Professional Learning)

WELFARE OFFICER’S REPORT

Along with Stephen Ramsey I was privileged to be involved in the Deputy Principals’ Induction program held during the second week of the recent holidays at the William Wilkins Gallery in Bridge Street. More than 60 were in attendance and it certainly was a most impressive gathering of youthful and enthusiastic new Deputy Principals. I met with many and their energy and eagerness to learn were certainly ingredients that could have been bottled for distribution.

I attended the South Coast Regional Conference on March 4 at Wollongong where an emotional tribute was paid to the outgoing President and Regional Representative to State Congress – Alan McInnes. What a quality program was presented throughout the day.

Lower North Coast D.P. network held a conference on April 5 at Wauchope High School. Congratulations to Nicole Gough and her team who put together a very valuable and informative day for all participants. Thank you Nicole for the coffee and tour of the Port Macquarie District before catching my plane back to Sydney.

Employee Assistance Program

Your Employee Assistance Program (EAP) is a professional, confidential counselling service for employees and their immediate family members, paid for by your employer. It is free of charge to you and your family. This service is provided by an independent company called Davidson Trahaire Corpsych. Davidson Trahaire Corpsych counsellors are all qualified, experienced professionals who have extensive training in counselling and workplace consulting. For confidential appointments and enquiries call: 1300 360 364 or go to www.davcorp.com.au

ManagerAssist

ManagerAssist is an ERP advisory service that assists managers and team leaders in managing situations such as:

- an employer with problems impacting on work performance or behaviour
- interpersonal conflict
- a distressed or troubled employee
- assisting an employee not coping with change
- difficulties with team functioning

ManagerAssist is a resource service, providing suggestions and options. A manager/team leader accessing the service decides on appropriate action, applying relevant HR policy. The manager/team leader remains in control in managing the situation.

A reminder of my contact details:

Phone: 4368 6134. Mobile: 0425 840 746. Email: bjlove@zeta.org.au

I am available 7 days per week.

Have a good term.

Barry Lovegrove

Welfare Officer

EXECUTIVE OFFICER'S REPORT

Regional and local meeting dates – 2011

Region	Term 1	Place	Term 2	Place	Term 3	Place	Term 4	Place
Western Sydney	Network Meeting 23/3	St Marys Senior HS	Week 5 – DP Learning Day	Rooty Hill RSL				
South Western Sydney	Week 6 Thursday	Canley Vale	Week 6 Thursday	Fairfield				
Campbelltown / Macarthur / Ingleburn	Week 6 Wednesday 12.30 – 3.30	TBA	Week 6 Wednesday 12.30 – 3.30	TBA	Week 6 Wednesday 12.30 – 3.30	TBA	Week 6 Wednesday 12.30 – 3.30	TBA
Bankstown / East Hills	Date TBA – 12.30 – 3.30	School based	Wed Wk 6 – 12.30 – 3.30	School based	Wed Wk 6 – 12.30 – 3.30	School based	Wed Wk 6 – 12.30 – 3.30	School based
Fairfield /Hoxton / Liverpool	Week 6 Thurs 12.30 – 3.30	School based	Week 6 Thurs 12.30 – 3.30	School based	Week 6 Thurs 12.30 – 3.30	School based	Week 6 Thurs 12.30 – 3.30	School based
Strathfield / Granville	Week 5 Thurs 12.30 – 3.30	School based	Week 5 Thurs 12.30 – 3.30	School based	Week 5 Thurs 12.30 – 3.30	School based	Week 5 Thurs 12.30 – 3.30	School based
Sydney	Week 5 Monday		Week 5 Monday		Week 5 Monday		Week 5 Monday	
North Sydney	Week 5 Friday	Cherrybrook High School	Week 5 Friday	MacKellar Girls H S	Week 5 Friday	Riverside Girls High School	Week 5 Friday	Checkers CC Terry Hills
Hunter/ Central Coast	Week 4 Thursday	Maitland	Week 4 Thursday	TBA	Week 4 Thursday	TBA	Week 4 Thursday	TBA
Central Coast	Thursday 17 th Feb	Kincumber Youth Centre	Thursday 12 th May	Breakers Country Club	Thursday 4 th August	Combined with Hunter	Thursday 27 th October	Kincumber Youth Centre
Riverina	Week 5 Monday	Usually at Yanco- although this will vary this year due to conference planning						
Western NSW	Week 6 – 3,4 March	Dubbo	Week 6 - 2,3 June	TBA	Week 7 - 1,2 Sept	State Conf. Albury	Week 4 – 3,4 Nov	TBA
New England	The plan at this stage is to hold a 2 day regional meeting late Term 1 or mid Term 2. It will more than likely be held at Narrabri or somewhere around that area. We are planning towards a possible video conf. Term 4.							
North Coast	Week 7 Friday	Woolgoolga	Regional Conference	Ballina	State Conference	Albury	Week 7 Friday	Coffs Harbour
Mid North Coast	Week 9 Wednesday	Kempsey	Will give this information for 2011 + 2012 after this term's meeting					
Illawarra/ South Coast	Co-ordinating sub committee meets Friday Week 1 to plan 3 conferences. Conferences are held usually week 4 or 5 of term. In terms 1, 2 and 4 venues vary. Term 1 in the Northern area, Term 2 is usually an overnigher – held at a venue outside Wollongong eg Southern Highlands, Mollymook or winery in Shoalhaven. Term 1 conference will be week 5 or week 6 – depending on diary of Regional Director (who will attend conference in Term 1)							

Newly Appointed or Transferred Deputy Principals

Surname	First Name	Staffing Area	School Name	Entry on Duty Date	Previous School Name	Previous Position Level
Andrews	Donna	Maitland	Kurri Kurri High	04/03/11	Kurri Kurri High	HED
Bates	Kenneth	Campbelltown	Leumeah Technology High	27/04/11	Endeavour Sports High	HED
Bermingham	Kathryn	Dubbo	Dubbo College, Delroy Campus	27/04/11	Dubbo College, Delroy Campus	HED
Boland	Geoffrey	Moree	Warialda High	04/02/11	Warialda High	HED
Crotty	Michael	Taree	Taree High	14/03/11	Taree High	HED
Halpin	Melissa	Dubbo	Dubbo School of Distance Education	27/04/11	Dubbo School of Distance Education	HED
Morris	Nicholas	Shellharbour	Bowral High	27/04/11	Bowral High	HED
Panaretos	Dorothy	Clarence/Coffs Harbour	Bellingen High	28/02/11		
Presland	John	Taree	Chatham High	27/04/11	Chifley College Shalvey Campus	DPH
Ramsay	Wendy	Northeren Beaches	Nth Beaches Balgowlah Boys Campus	28/02/11	Dulwich High Visual Arts & Design	DPH
Regan	Paula	Maitland	Maitland High	06/04/11	Newcastle High	HED
Smith	Kendell	Central Coast	Brisbane Water Sec Umina Campus	27/04/11	Northlakes High	HED
St Louis	Annetta	Parramatta	James Ruse Agricultural High	27/04/11	James Ruse Agricultural High	HED
Staats	John	Shellharbour	Bowral High	27/04/11	Fairvale High	HED
Warren	Simon	Central Coast	Brisbane Water Sec Umina Campus	27/04/11	Wyong Technology High	HED

Deputy Principals Newly Appointed as Principals

Surname	First Name	Staffing Area	School Code	School Name	Position Level	Date Commenced	Previous School Name	Previous Pos Level
Doyle	Marianne	Bankstown	8381	Bankstown Senior College	PH2	18/03/11	Bankstown Senior College	DPH
Norris	Carol	Ryde	8415	Ryde Secondary College	PH1	27/04/11	Epping Boys High	DPH
South	Peter	Clarence/Coffs Harbour	8117	Grafton High	PH1	27/04/11		
Kennedy	Julie	Parramatta	8500	Girraween High	PH2	27/04/11	Cumberland High	DPH
Kelly	Belinda	Ryde	8243	Riverside Girls High	PH1	27/04/11	Turrumurra High	DPH

Lesson in Management

A crow was sitting on a tree doing nothing all day.

A small rabbit saw the crow and asked him, "Can I also sit like you and do nothing all day long?"

The crows answered, "Of course, help yourself."

So the rabbit sat on the ground below the crow and rested.

Suddenly a fox appeared, jumped on the rabbit and ate it.

Management Lesson: To be sitting and doing nothing you must be sitting very, very high up.

NB: If you wish to have any of our fellow colleagues' achievements recognised in our next newsletters please send details to colekert@hotmail.com or phone 49449745 or 0403314497.

My Contact details are:

Home: 02 49449745 or **Mobile:** 0403314497

Email: colekert@hotmail.com or colin.ekert@det.nsw.edu.au

Colin Ekert

Executive Officer

DIRECTOR, SCHOOL AND REGIONAL OPERATIONS

NSWSDPA 2010 Welfare survey

As you would be aware your association's executive has published the results of the 2010 secondary deputies' welfare survey.

These results show that deputies nominated workload intensification as a major issue that impacted on their capacity to perform in 2010.

You may also be aware that secondary principals also nominated this issue in their recent welfare survey. Principals' feedback from Regional Forums for The Future also highlighted workload intensification.

I spoke at the recent Secondary Deputies Professional Learning Day and Congress about these results. The Deputy Director-General Schools, Greg Prior, has decided to set up a workload intensification working party that will include cross-portfolio representatives.

The working party will examine amongst other things, what are the factors that cause intensification of workload and how could we work differently to rationalise workload.

I will keep your association abreast of further developments in this area.

Debbie Hockings

Director, School and Regional Operations

NSWSDPA MEMBERSHIP

If you haven't already done so, I encourage you to become a member of the Association. Membership is paid as part of your Annual Conference fees and hence membership runs from September to September. Usually Annual Conference is paid for through school funds which means that if you attend annual conference your school (rather than you) is the member. If you don't attend the Conference you may join as an individual member (if you personally pay the fee membership is transferable when you move schools) or as a school position member (in which case the membership stays at the school which paid the

membership fee). Newly appointed deputies can join and pay a pro rata membership for what remains of the membership year. Continuing members must pay the full year rate.

The annual membership fee is \$85.00 and this may be forwarded to the treasurer (membership forms are available on our website: <http://nswsdpa.asn.au>):

Mr Noel Morris
St. George Girls' High School
Victoria Street, Kogarah. NSW 2217

TECHNOLOGY REPORT

Please keep checking the updates on our web site www.nswsdpa.asn.au or better still subscribe to the RSS feed to receive notice when new items are posted there. You can also join the members' area with an @det address to share issues, problems and solutions.

Yammer

[Yammer](#) is a micro-blogging service that has become popular with NSW DET staff in recent months as a great way of communicating with colleagues. Yammer is like Twitter, except, only people with the same employee email are networked together. In other words, you have to have a verified @det.nsw.edu.au address to join the NSW DET Yammer.

It is clear that a range of people in our organisation are sharing expertise, resources, contacts and generally being supportive of each other. You can upload files, provide professional details and generally participate in the conversation. There are quite a few DPs already joined and it is highly recommended.

You are able to have [mobile phone apps](#) and a [desktop client](#) to access Yammer. Both have improved my user experience.

Check out [Yammer](#) when you have a chance.

There is a DP community [HERE](#) and [Ben Jones](#) has written a [A BEGINNER'S GUIDE TO YAMMER](#) (updated) that will help 'newbies'

2011 State Conference - Albury



New Challenges... The Secondary Deputies Conference 2011 promises to explore the rich and complex role we all share in the beautiful community of Albury, a vibrant city in the Riverina.

New Frontiers... An excellent conference program will focus on our learning, as the views and directions in Public Education unfold in front of us.

New Era... An innovative regional team promotes the future direction of Education in our schools as the needs of our students are diverse and ever changing.

New Horizons... There is a place... see you there.

Albury August 31st – September 1st & 2nd, 2011

NEW HORIZONS IN THE RIVERINA

Your colleagues in the Riverina are in planning mode for the State Conference 2011 in Albury. This is seen as an opportunity for our team to work long term on something we have always valued as deputies – the chance to network and learn from quality presentations and workshops. It is also a wonderful opportunity for deputies to step out of their schools and enjoy the hospitality of colleagues.

However, our focus will be on our hosting role in 2011 for the foreseeable future. We are looking at many new horizons as we organise the 2011 conference. We have been ably supported by the previous organisers, North Sydney, and our regional personnel. We see it as an opportunity, not a job we have to do. We look forward to seeing you all this year.

REGIONAL ASSOCIATION REPORTS

Illawarra/South East Region

The Deputy Principal Regional Association for the Illawarra South East Region has a committed organising committee that meets in the first few weeks of each term to brainstorm and plan interesting and relevant professional learning activities for Deputy Principals. We also aim for these learning days to provide an opportunity for networking and discussion of issues relevant to our daily workload as Deputy Principals.

Like many regions, our association covers a large geographical area, making it difficult for all Deputies to attend these professional learning days. We therefore decided to hold our first professional learning day in the northern part of the region (Wollongong) and our second Term 2 meeting near Batemans Bay to accommodate for our colleagues further down the coast and in the south west of our region.

Our Term 1 conference was held on Friday 4th March at the Fraternity Club, Fairy Meadow. Our Regional Director Maria Gray-Spence presented a really comprehensive overview of regional priorities and issues. We also invited our new Board of Studies Liaison Officer, Cheryl Russell to talk to the group. Cheryl is a very experienced Board of Studies Liaison Officer, working for many years in this role in South Western Sydney. She offered some useful advice on making best use of the Board of Studies website and explained the benefits of using the HSC components reports and the Results Analysis Package (RAP) for analysing HSC and SC results. Don Wilkinson (Deputy at Lake Illawarra High School) provided an update on the DER Committee and a State Association report. From feedback provided from evaluations of previous DP conferences, we have found our association enjoys and greatly benefits from an interactive discussion group session at the end of the day. Deputies were therefore asked to join one of five discussion groups and share ideas and current successes in addressing issues such as the TARS/EARS process and Year 11

laptop use. This was a great sharing activity and has led to some extremely valuable resources being shared amongst our association. Our DP Welfare Officer Barry Lovegrove attended the day and explained his role and made himself available for any deputies to discuss particular issues. We would like to thank Barry for attending our conference and providing us with this support.

Our Term 2 Overnight Conference is scheduled for Thursday 2nd and Friday 3rd June at Murramarang Nature Resort located near Batemans Bay. It will start with a local update by David Ashford (School Education Director Illawarra South Coast Region, Batemans Bay Office). On Friday we have invited SACHEL Safety and Security Division to conduct some security scenario workshops and Lyn Anderson (Teacher Quality and Leadership Coordinator) will present a session on Accreditation of teachers at Professional Accomplishment and Professional Leadership. We have also invited Alice Foerster (Student Services Consultant) to present a workshop on the Implications of the new Suspension and Expulsion Procedures.

I would like to take this opportunity to thank Alan McInnes for all of his hard work over many years as local organiser for the Illawarra South East Region. As was discussed at State Congress on 24th March, Alan is retiring at the end of Term 1. Noela Lewis (Kiama High) and I now share the position of local organisers and want to acknowledge Al's tireless efforts in making our association a vibrant, supportive and rewarding network of Deputy Principals. He has also represented our group at State Congress and has strived to ensure our needs and views have a voice at state level. We know we have big shoes to fill and will really miss his sense of humour, enthusiasm and commitment to the association.

Raechel McCarthy (co-local organiser)

New England Region

New England Regional Deputy Principals Conference to be held in Inverell on May 19 and 20. Registration is currently available through MyPL. Topics will include: DER technology, Board of Studies update, the new SAP finances, time for sharing ideas, new suspension policy including issues with Facebook, working with Police Liaison Officers.

Peter Willis
Deputy Principal
Tenterfield High School

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2. EDVAL – Myths – Central Scheduling of Parent Teacher Interviews

NSW State schools are moving to online Parent teacher nights. Schools often miss the point that centralised scheduling is far more important than simply an ‘online’ system. It must be understood that the majority of benefits of some systems have very little to benefits of interacting online versus paper, but are in fact in the most part related to the difference in the TYPE of scheduling, being centrally managed in bulk, as opposed to managed by end users, or in a sequential manner.

Online web access is the best improvement recently, in PTN scheduling

FALSE. Central scheduling provides perhaps 80% of the benefit to participants, where online web access is 20% or less. Central scheduling is far more educationally beneficial, better equity in access to busy teachers, and with schedule efficiency an order of magnitude better. This misconception is wide-spread for users who are not familiar with central scheduling via algorithms – and see online booking as ‘the system’, instead of online centrally scheduled events as ‘the system’, which is facilitated with online access. It is a new approach, but provides so many significant benefits that improved access via the web is a relatively minor benefit in comparison. To see more detail on PTN myths busted, visit <http://tinyurl.com/PTNMyths>, such as: Events should be run ‘one year group’ per night? PTN events must have well publicised start and end times? Interview slot duration must be set before parents request interviews? ...and more

Who is using EdvalPTN for parent teacher nights?

Robert Dowdell, Deputy Principal, [Sydney Boys High School](#), Andrew FitzSimons, Principal, [Dapto High School](#), Warren Reardon, Deputy principal, [Ryde Secondary College](#), Jim Linton, Principal, [Rose Bay Secondary College](#), and many more. See testimonials at: <http://parent-interviews.com/testimonials.aspx>

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