



New South Wales Secondary Deputy Principals Association Inc.

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

Newsletter

Issued: 19th October, 2007.

THE NSW SECONDARY DEPUTY PRINCIPALS' ASSOCIATION IS PROUDLY SPONSORED BY



PRESIDENT'S REPORT

Welcome back to Term 4. I hope you have all had a restful holiday break and looking forward to a smooth term as one year ends and the planning for the next is well advanced.

This article will only be short (having recently reported to you all at Annual Conference); however, I would like to take this opportunity to say thanks again to the organising committee for the 2007 Annual Conference. It was a great success and one thoroughly enjoyed by all (not withstanding equine influenza).

Sydney Region organisers have accepted the challenge for 2008 and early work has already started. The Star City Conference Centre has been booked and the group is looking at the feasibility of online registration. This would be a great innovation and the resulting database of information would be of ongoing value to the Association in terms of enhanced communication. Regular conference reports should occur in this newsletter and in other media.

Thank you also to members for their continued support as President. I look forward to this next year with a minor change in the executive team. Farewell to Andy Mojsiewicz (Treasurer) who retires at the end of this term. Thank you very much Andy for all your fabulous service to the Association. We all wish you well in retirement. Noel Morris (St George Girls HS) has agreed to be the Association Treasurer - welcome Noel!

The Executive will be meeting early in Term 4 to plan out the directions for the next twelve months. Thank you to all for the input and valuable suggestions that members have given me. If there are any pressing issues that you would like the Association to address then please let one of the members of the executive know:

Steve Ramsey	President	Ryde Secondary College	Stephen.Ramsey@det.nsw.edu.au
Steve Barnett	Vice President	Kotara HS	Stephen.J.Barnett@education.nsw.gov.au
Evelyn Hazzard	Secretary	Eagle Vale HS	Evelyn.Hazzard@det.nsw.edu.au
Noel Morris	Treasurer	St George Girls HS	NOEL.MORRIS@education.nsw.gov.au

We have completed our position papers on the Role of the Deputy Principal, and Merit Selection. These positions have been submitted to the relevant officers within State Office. Also, we have forwarded copies to the SPC and the Teachers Federation so that they are aware of our current position in these matters.

I hope that you might consider the role that you can play within the Association by standing for election as a delegate from your region to State Congress. The two-way communication that results from these meetings (Week 7 each term) is fundamental to the robustness of the Association and the strength of its voice as an advocate for NSW Secondary Deputy Principals.

I am looking forward to meeting new delegates and re-elected delegates in seven weeks. Congratulations on your election.

Steve Ramsey

REPORT BY NSWSDPA DEPARTMENT CONTACT PERSON GREG PRIOR

Within the broad framework of schooling in NSW, parents and communities value the capacity of the school's leadership to effectively support student learning opportunities and outcomes.

While public education in NSW is delivered in a state-wide system, schools need to be encouraged and given the capacity to develop and respond in the most strategic way to support high performance in the local context.

School leadership operates optimally when given the capacity, resources and substantial authority to address school level needs. This includes improving student learning and behaviour, raising expectations and enhancing professional learning.

The key to making these improvements is attracting, sustaining and retaining high quality teaching and non-teaching staff.

Teacher quality is now recognised as the most significant lever available to schools and school systems to improve overall student outcomes. Darling-Hammond (2000) has summarised findings related to the effects of *teacher quality* on student outcomes as follows:

“The effect of poor quality teaching on student outcomes is debilitating and cumulative. The effects of quality teaching on educational outcomes are greater than those that arise from students' backgrounds...” “A reliance on curriculum standards and statewide assessment strategies without paying due attention to teacher quality appears to be insufficient to gain the improvements in student outcomes sought...”

The literature is consistent in confirming that, after socio-economic circumstance, the single most important factor in student performance is the teacher.

Rowe's (2004) review of literature on student achievement concluded that in every case more variance, among measures of student achievement was accounted for at the stage or faculty level than between schools, and the proportion of variance at the class level was more than at the stage or faculty level. In accountability terms this indicates that teachers have the greatest influence on student outcomes.

This finding is supported by research on teaching in 25 countries by the OECD between 2002 and 2004. Finland is a good example of a country that looks after its intellectual capital.

Finnish teachers are highly valued and well paid professionals who are expected to have high levels of pedagogical expertise and flexibility within a national curriculum framework in order to achieve success with students who learn in heterogeneous groups.

As we move into the Term 4 and planning for 2008, it is probably an appropriate time to consider how your school looks after its intellectual capital. Intellectual capital refers to the level of knowledge and skill of those who work in or for the school.

The role of the educational leadership team in schools is complex but our core business is about teaching and learning. Having a skilled and confident staff will provide a rich professional environment that will improve the outcomes for students.

Some questions for reflection:

When you have an opportunity to select staff or staff are allocated to the school are they at the forefront of knowledge and skill in required disciplines and pedagogies?

Does the school support a comprehensive and coherent plan for the professional development of all staff that reflects the needs and priorities of the school?

Is outstanding professional practice recognised and rewarded and does the school identify and implement outstanding practice observed in other schools?

Does the school participate in networks with other schools and institutions in education and other fields to share knowledge solve problems or share resources?

Does the school provide opportunities for staff to innovate in their professional practice and support a no blame culture which accepts that you will not always get it right the first time?

While no one would argue that the student is the most important aspect of our organisation to effectively achieve the desired student outcomes for each of our students relies on a well trained, confident and knowledgeable staff.

Greg Prior

Director, School and Regional Operations

EXECUTIVE OFFICERS REPORT

Term 4 is off and running and the 2007 HSC Examinations will already be underway as you receive this final edition of the NSWSDPA Newsletter for the year.

During the Term 3 holidays I met with Dr David Smith to consider the Welfare Surveys collected from the 2007 State Conference. David believes the sample is very representative of Secondary Deputy Principals in NSW State Schools and will be aiming to present his findings to the Association before the end of this term.

On the 19th September I had the pleasure of meeting with the President of the NSW Teachers' Federation, Maree O'Halloran, together with the team of Welfare Officers in Mary Street, Surry Hills. The purpose of the meeting was to explain my role as Welfare Officer for the Association and how we could work together to ensure the wellness of Deputy Principals in State Secondary Schools around NSW.

A second matter considered was in relation to a number of Deputy Principals who had undergone Medical Retirement during 2006 – 2007, and issues raised in regard to the process. Following my presentation I was referred to the Welfare Leaflets produced by the Federation in August, 2006. Most of the concerns were covered by the leaflet S1 on Medicals and Medical Retirement. I was a little

embarrassed that I was not aware of these and now refer all Deputy Principals to these leaflets which are available on the Federation website.

I would like to offer my congratulations to the organising committee from Western Sydney for the success of the State Conference this year at Rose Hill Conference Centre. I have now worked with three committees and each has chosen a different pathway in the process of pulling together the many parts that go together to produce the final product – the conference itself.

I look forward to working with the committee from Sydney Region as they agonise over the many decisions in preparation for next year's state conference at Sydney Star City.

Andy Mojsiewicz retires this year after being part of the Association basically since its inception in the early 1990's. Thank you Andy for your dedication and leadership but in particular I thank you for the professional association we have both enjoyed over the past 3 years.

Newly appointed Principals as at 18th October:

Family Name	First Name	School Name	Position Level	Date Commence	Previous Position	Previous Location
Hewitt	Mark	Newcastle High	PH1	29/01/2008	PH1	Peel High
Muir	Lisa	Northlakes High	PH1	15/10/2007	DPH	Wyong Technology High
Tolley	Alan	Kingscliff High	PH1	15/10/2007	DPH	Richmond River High

Family Name	First Name	School Name	Previous Position	Previous Location
Bryce	Michael	Bonnyrigg High	DPH	Hawkesbury High
Cochrane	Peter	Cobar High	N/A	Employment
Harvey	Steven	Young High	DPH	Canowindra High
Jarrett	Anthony	Singleton High	DPH	Singleton High
Mowbray	Peter	Junee High	PH2	Cobar High Chifley College
Mulas	Robert	Fairfield High	DPH	Dunheved Campus

Have a good final term for 2007.

Barry Lovegrove

2007 STATE CONFERENCE REPORT

The committee would like to thank everybody for coming to Rosehill and hope that you found it the unique experience that we did. Replacing the Spring Carnival as the major event at Rosehill was something that we never intended to do. While the staff from Rosehill were under considerable pressure at no time did it overflow to our event. The few significant issues that did arise, they went out of their way to solve. They also asked us to pass on their thanks for all the delegates being so understanding of the changes in parking arrangements at the last minute and the need to be checked in and out of the main car park. Similarly while it was a little complex working with three sets of accommodation, the feedback was that each location treated the delegates extremely well.



Presenting Stewart House Donation

Stewart House Fund Raiser was an outstanding success. Mitchell Struyve (conference treasurer), Karen Smith and I proudly took a cheque for \$10,000 over to Stewart House at the end of last term. Graeme Philpotts, the General Manager, was very appreciative. We presented it to Amanda Pouli the Marketing Officer, and then were taken on a tour of the facility. It was one of the most exciting things for the committee to be involved in over the time of the conference. While we indicated we expected to raise a lot of money we were still stunned by the level of support received. For basically one day of fund raising the response was one that every delegate could be proud of. Thanks to everybody who supported Stewart House and also to the members at the AGM who voted to top up the donation once it reached the \$7000 mark.

It was pleasing to see so many people hand in the evaluations, the comments made the committee feel good while providing some things to consider for next year. Most people were happy with the sponsors and certainly on the whole the sponsors evaluation reciprocated the delegates. The value of the sponsorship support of \$130000 (including Academy) saves delegates approximately \$250 each so they certainly make a valuable financial contribution to the event. Of course many delegates found the personal contact invaluable as well as the conference.

The buffet on the Wednesday night was well received and with over half the delegates attending it was a great night for people to catch-up in an informal setting. But there was really no need to read the evaluations because it was a self-evident truth from the comments received and the atmosphere on the night.

As a committee we appreciated all the emails of support received after the conference as well. The committee was what made it all work and while we all enjoyed ourselves we were very please to hand over to next year's committee and look forward to being participants next year.

Thanks for the Memories

Frank Land

(On behalf of the 2007 NSWSDPA Conference Organizing Committee)

ACADEMY PHOTOGRAPHY – NSW DPC BUSINESS PARTNERSHIP

Academy Photography/Attendance is proud to continue its support for the next 3 years with the NSW Secondary Deputy Principals Association. The new deal worth \$100,000 shows our commitment to the Association. After 30 years in the school photography business, Academy Photography has changed the face of the industry in providing the latest technologies to schools, not only for photography, but with our Student Attendance System, SMS Parent Alert, Biometric Attendance and Yearbooks Online.

More importantly Academy does not rely on any third party products as everything is done in house, giving the schools peace of mind in dealing with the one company.

In order for Academy to maintain this support we need to be introducing new business. Please call Academy Photography on 1800 816 224 and ask for Vladimir to show you the benefits of using Academy Photography/Attendance Systems.

Vladimir Ostashkevich

“CONNECT@STARCITY”

The 2008 Deputy Principals' Conference will be held on 4th and 5th September, 2008 at Star City, Darling Harbour.

The costs are still being finalised but Star City is a five star hotel and one of the few venues that will accommodate the numbers of deputies in NSW and the numbers of sponsors we have now been able to win. The location also offers plenty of other attractions for you in the conference down time to visit. There are walks, Harbour Bridge climbs, the Lyric theatre etc. You will also be able to bring the family and stay at the accommodation rate we have acquired for the conference for the weekend if you wish.

The accommodation has a large variety on offer. You could have a single hotel room or twin share; or if you prefer they have 2 and 3 bedroom apartments, with lounge, kitchen, laundry, separate bedrooms and separate bathrooms. This will be more expensive than twin share, but not as expensive as a single (but still with privacy). (If you already know you are coming and already know you want a triple share, let me know as they don't have many 3 bed apartments)

As the year draws to a close and schools are finalising the school finances, most schools will also be formulating their budgets for 2008. This is your opportunity to put aside some money for your professional development and leadership of your school.

A program will be formulated in the New Year and we will have an excellent list of speakers. If you have suggestions as to topics you would like to hear about or you know of excellent and engaging speakers, here is your chance to have a say and contribute to the next brilliant conference. (See below) Please keep in contact with our website as it is an important tool for communication and next year we are hoping to develop online registration. You will also see updates as they become available.

www.nswsdp.asn.au

For further details you can contact miriam.wride@det.nsw.edu.au

Miriam Wride