



New South Wales Secondary Deputy Principals Association Inc.

Website: www.nswsdpa.asn.au

Newsletter Term 4/2010

Issued: 19th October 2010

THE NSW SECONDARY DEPUTY PRINCIPALS' ASSOCIATION IS
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PRESIDENT'S REPORT

Welcome back to Term 4. I hope you are all well rested and ready for the high traffic run that takes us up to Christmas.

A huge thank you to the Northern Sydney Region for hosting a great 2010 Annual Conference. The evaluations were overwhelmingly positive and in all areas; organisation, venue, keynotes/workshops and the social events. We can now look forward to the 2011 Conference in Albury hosted by the Riverina Region. There is an enthusiastic team of DPs already advanced in their planning of another quality event. Please set aside the dates of the Annual Conference in your school calendar – 31 August, 1 to 2 September 2011.

Look out for the online registration towards the end of Term 1.

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
Margaret McLelland	Vice President	GRC Penshurst GC	Margaret.McLelland@det.nsw.edu.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 will also be meeting with the Director General, Michael Coutts-Trotter, at the end of October. There are a number of issues we will take to him including the preliminary results from our latest Welfare Survey (see Steve Barnett's report later).

Congratulations again to the four new Life Members of the Association

- Ray Linabury
- Steve Barnett
- Al McInnes and
- Steve Ramsey.

It is always very special to recognise such quality colleagues.

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 Photography 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 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 Week 7. Congratulations on your election.

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

Steve Ramsey
President

VICE PRESIDENT'S REPORT - DP Welfare

Thank you to 404 respondents to the Association's Welfare Survey conducted late last term. This has increased from 235 in 2007 and these numbers add greater significance to our findings.

Over the holidays I have been preparing a summary and report from the survey. When these are finalised a copy will be sent to all Deputies across the state through the email system. The executive have organised a meeting with Michael Coutts-Trotter, Director General of Education, for Friday 29th October 2010 to look at the findings and recommendations.

One of the alarming issues that has come out of the survey is that we have 10 Deputies who say they need help as they are not coping with professionally and another 10 who are not cope personally. Some of these may be the same but we know not all of them. As the survey was anonymous we need to be aware of any colleagues who may need help and ensure that they are provide with the appropriate support.

As an association, we have a paid Welfare Officer, Barry Lovegrove to support our deputies. If you are one of these deputies please contact Barry on 4368 6134 or 0425 840 746 or myself on 49 433 044 (school) or 0421 430 042 so we can provide assistance. All dealings with Barry are confidential.

If you know someone who maybe having difficulties, please encourage them to contact Barry. We need to look after each other.

The other issue is the 25% who say they never attend Deputy Principals' Professional Learning meetings. We need to know why particularly if you are unaware of the existence of a local Deputy Principals' network. Please email me at stephen.j.barnett@det.nsw.edu.au and I will be able to put you in contact with your local network or if for some reason a local network does not exist we can provide assistance and support to set a local network up.

Have a good Term 4

Stephen Barnett
Vice President (Welfare)

VICE PRESIDENT'S REPORT – Professional Learning

This year has been a particularly rich year of professional learning opportunities. Following the successful inaugural Professional Learning Day in March, the State Annual Conference in September continued with an extraordinary suite of workshops and outstanding keynote speakers – well done Northern Sydney Region!

Throughout the year many of our SDPs are busy organising separate conferences tailored to the needs of their particular region. As many of our colleagues have found, the experience of being involved in the design and delivery of a conference deepens our own professional learning and the strengthening of collegial bonds and friendships is one of the most satisfying aspects of the work.

There are several influences on the development of the final design. It usually begins by examining previous successful programs and connecting with workshops or presenters that have been highly rated in the evaluations. Also, through wide consultation, the anecdotal feedback from our colleagues about their needs is extremely valuable – this often indicates that they like a balance of practical, school-based topics for the workshops with presentations of a more esoteric, pedagogical basis delivered by the keynote speakers.

Our Department is also staffed by experts in areas of new strategic thinking and planning. The technology support teams also have excellent links to the application of this new knowledge and connections to the principles of Quality Teaching and are very keen to share this knowledge with us. Through observing programs offered by national and international education institutions and corporations it's also possible to identify current trends in educational research.

At present we are engaged in the above process as we begin to construct the program for the next Professional Learning Day 2011. This will be held on **Friday 25th March 2011** at the Citigate Hotel, Sydney. Please put that date in your diaries and do feel free to contact me on Margaret.mclelland@det.nsw.edu.au if you have any suggestions for workshops on that day.

One area of particular interest is the **plasticity of the human brain** and its ability to continually adapt and affect the way that students think. Interesting work in this area has been conducted by Dr Adrian Bertolini on "Thinking Differently: Refocusing Education for the 21st Century". He examines the new world of the 21st Century student and how this affects their brain development and learning capacity. Another area which has surfaced is the concept of "resilience" based on research conducted in the 1980's and 1990's.

Current educational research builds upon this initial investigation and argues that all students require the strengthening of their protective factors in order to develop sustainable, lifelong personal skills. Some researchers believe that education has been diverted to a narrow focus on gifted and talented education provision for some students while all students will benefit from the strengthening of their protective factors throughout their years of formal education and beyond.

Of course, while these broader areas of study are significant, we are all very aware of our responsibilities to continue the training of our teachers in new knowledge and skills in computer technology as we lead the DER to ensure that it makes a difference in the classroom. This focus will, of necessity, be a driving force for professional learning programs in 2011.

Margaret McLelland
Vice President (Professional Learning)

WELFARE OFFICER'S REPORT

I am thinking of you all as the Term 4 Water Wheel slowly begins to turn with the many, many things that have to be completed over the next ten weeks or so. Congratulations to the Organising Committee from Sydney North Region on the very successful 2010 State Conference held at the Sydney Hilton. I thoroughly enjoyed the dinner on Thursday Night and look forward to **next year's conference being organised by Riverina Region in the border town of Albury from August 31st – September 2nd.**

This term, I will in attendance at the Western Regional conference at Dunedoo and Coolah High Schools on the 21st and 22nd October, Hunter Region on 4th November, South Coast Weeks 4 or 5, and Sydney North on 12th November.

A reminder of my contact details:

Home Phone 4368 6134

Mobile 0425 840 746

Email bjlove@zeta.org.au

barry.lovegrove1@det.nsw.edu.au

I am available most of the time any day of the week.

Barry Lovegrove
Welfare Officer

EXECUTIVE OFFICER'S REPORT

Newly Appointed Deputy Principals

Surname	First Name	Staffing Area	School Name	Pos Level	Date Commenced	Previous School	Prev. Pos Level
Lane	Donna	Dubbo	Dunedoo Central	DPH	19/07/2010	Dunedoo Central	HED
Rhall	Duane	Orange	Parkes High	DPH	19/07/2010	Parkes High	HED
Sargeant	Mark	Fairfield	Fairfield High	DPH	19/07/2010	Fairfield High	HED
Perkins	Julie	Liverpool	Lurnea High	DPH	3/08/2010	Lurnea High	HED
Brown	James	Tamworth	Manilla Central	DPH	11/10/2010	Parkes High	DPH
Byrne	Jennifer	Port Jackson	Ashfield Boys High	DPH	11/10/2010	Hunters Hill High	DPH
Harris	Christopher	Fairfield	Prairiewood High	DPH	11/10/2010	Chifley College Senior Campus	HED
Hearne	Douglas	Wollongong	Wollongong High	DPH	11/10/2010		
Avard	Nicole	Newcastle	Callaghan College Waratah Tech Camp	DPH	28/01/2011	Dungog High	DPH
Browett	John	Bathurst	Blayney High	DPH	28/01/2011	Lithgow High	HED
Schein	David	Lismore	Alstonville High	DPH	28/01/2011	Alstonville High	HED
Bateman	David	Clarence/Coffs Harbour	Coffs Harbour Senior College	DPH	23/08/2011	Coffs Harbour Senior College	HED

Deputy Principals Newly Appointed as Principals

Surname	First Name	Staffing Area	School Name	Pos Level	Date Commenced	Previous School Name	Prev. Pos Level
Riesinger	Erich	Dubbo	Coonamble High	PC4	2/06/2010	Coonamble High	DPH
Hutchinson	Margaret	Port Macquarie	Camden Haven High	PH1	28/06/2010	Camden Haven High	DPH
Paviour	Kim	Shellharbour	Bowral High	PH1	17/05/2010	Goulburn High	DPH
Trist	Diane	Wollongong	Wollongong High	PH1	3/05/2010	Wollongong High	DPH
Francisco	Sue	Bourke	Cobar High	PH2	14/05/2010	Cobar High	DPH
Scotton	Robert	Broken Hill	Coomealla High	PH2	24/06/2010	Forbes High	DPH
Watkins	Christopher	Lismore	Richmond River High	PH2	29/07/2010	Westport Technology High	DPH

Sheather	Paul	Northern Beaches	Nth Beaches Balgowlah Boys Campus	PH2	8/06/2010	Nth Beaches Balgowlah Boys Campus	DPH
Mitchell	Don	Taree	Wingham High	PH2	23/08/2010	The Hills Sports High	DPH
Mosely	Nerida	Armidale	Walcha Central	PC2	11/10/2010	Kempsey High	DPH
McMaster	Erla	Blacktown	Glenwood High	PH1	2/08/2011	Glenwood High	DPH

Role of the New South Wales Secondary Deputy Principals Association

The N.S.W. Secondary Deputy Principals Association aims to enhance the effectiveness of Deputy Principals through advocacy, support, professional development and collegiality. Some aspects of this role include:

- representing the views of Deputy Principals to the Director-General on policy and procedure
- providing a forum for professional discussion and debate
- in collaboration with the Professional Learning Directorate, preparing and delivering programs to meet the needs of Deputy Principals
- providing both professional and welfare support to Deputy Principals
- ensuring the organisation of Annual Conference and Professional Learning Day
- providing effective electronic communication for DPs online through our webpage, blogs, ning, twitter etc
- strengthening our professional learning community by developing skills using web 2.0 technologies
- awarding Academy fellowships for research project proposals with the best potential to create improved policy and practice to advantage public education and the work of Deputy Principals
- providing representatives to DET for consultation groups and working parties
- supporting the local Regional Deputy Principal Associations.

The Executive would like to encourage you to actively take part in these Association led initiatives and programs at both local and state levels.

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

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 crow 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

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 mean 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: www.nswsdpa.asn.au):

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

TECHNOLOGY REPORT

Under the 'Websites' tab of your portal is a link to "ETIS DET-Library Service" here you will find some great stuff on research skills but the hidden diamond is you can request a detailed search of a topic or if you are after a specific book/journal they can source it for you. It's a simple web form and a short wait (depending on their workload) they send you a summary and links to what they have found that is really easy to use. It's great if you want to do some background research on an action learning or action research project. You will also find a range of research spotlights on various educational hot topics such as 1:1 computing, social media etc.

DIRECTOR, SCHOOL AND REGIONAL OPERATIONS

LMBR deployment to schools

I'm sure you've heard about the deployment of 1.2 Finance for Schools in 2011. Thought I'd provide some further details for your information.

Each region will host a 1.2 Finance for Schools Regional Deployment Team. This team will be led by a Principal Liaison Officer who will report to the Regional Director. These jobs will be advertised at jobs@det very shortly. The remainder of the deployment team will be made up of 2 to 8 SASS staff, depending on the number of schools in the region.

The deployment team will support schools to take steps in 2011 that will prepare them for a successful SAP implementation.

Two important documents are currently being prepared. These guides will outline each task that schools will need to complete over a ten week period to be ready for SAP implementation. They are currently being developed by LMBR with advice from schools.

You may like to know more about LMBR. The web site is:

<https://detwww.det.nsw.edu.au/deptresources/lmbr/schools/finance/index.htm>

Hope you have had a rewarding Term 3. I look forward to meeting with your executive again in Term 4.

Debbie Hockings
Director, School and Regional Operations



NEW HORIZONS IN THE RIVERINA

The Riverina is 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 opportunities for deputies to step out of their schools and enjoy the hospitality of colleagues.

When dancing among our colleagues to “The Catalysts” in September, the feeling of camaraderie was palpable. All of our team agreed – we really are among friends, and the NSWSDPA is an organization that is built on support. We truly look forward to hosting all of you in our region next year.

Our network meetings were developed through the work of a few forward thinking Deputies in the mid 00’s and are self funded. We meet once a term, in Week 5. Each year the deputies initiate the learning they wish to engage in, and responsibility for arranging presenters, workshops, locations and discussion is widespread among the group. Some of the little things we do include:

- Each meeting one of our deputies gives a short presentation on their role in their school. As the role of Deputy is so diverse, and the variety of the schools in our region very wide, it is a good way of our team to get to know each other, and to appreciate the differences we have in our jobs and in our

schools. This often generates many questions on approaches to aspects of our work. So far, no one has said "no" to being tapped on the shoulder for a "My Story" segment.

- In Term 4, our meeting is always geared to aspiring Deputies. This way we can support those who act in the role, and who want to prepare for the position. Generally, we also provide a session on that day for those who want to prepare for principalship.
- We utilise our local personnel where possible, because Deputies can access those people more readily after our meetings.
- Our food is always prepared by Mick's Bakehouse, and involves lots of good stuff.
- A logo – something we can call our own.

Areas we wish to develop in the future include:

- Having a SED come to a network meeting to discuss their portfolio. In Term 4, Peter Smith our Albury SED is meeting with us to discuss initiatives for the 17 years leaving age.

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 next year.

2010 STATE CONFERENCE REPORT

What an outstanding conference and absolutely great three days of professional learning, networking and catching up with friends and colleagues. The conference certainly lived up to its theme, Catalysts MAKING IT HAPPEN. The three tenors on Wednesday night got everything off to a fantastic start. It was really good to de-stress and unwind in this manner after leaving work and arriving at the Hilton.

All four keynote addresses were evaluated very highly with the stand out being Steve Dinham's address on *Leadership that makes a difference to educational outcomes*. His follow up workshop on *Being an authoritative leader* was also very highly rated and very popular. Evaluations indicated that the workshops were informative and appropriate in terms of the content presented. Many delegates indicated that the conference provided them with relevant and specific strategies for implementation at school, encouraged them to reflect on their role as deputy principal and provided them with renewed resilience.

The conference dinner on Thursday night was also a huge success and what about that band. They certainly entertained, got us up dancing and made sure we had a lot of fun. The Hilton was a great venue and the staff were certainly accommodating and very responsive to the organising committee and our demands.

We acknowledge the tremendous contribution that our sponsors made to the 2010 conference. As always, their support allowed us to keep costs down, and we thank them for their continued support.

Perhaps the biggest winner from the conference was NSW public education. With such positive feedback we are very confident that the conference will have significant impact on NSW high schools, not only on the Deputy Principals who attended, but on teachers, students and whole school communities.

Many thanks must go to the organising committee for their dedication, hard work, perseverance and resilience. They spent countless hours in performing the necessary tasks over an extended period of time. Organising the conference was a fantastic professional learning activity for the committee, and the Northern Sydney Region found it to be very rewarding and a positive personal experience.

We now look forward once again to next year's conference and wish the Riverina organising committee all the best in their efforts.

Scott Leavers
On behalf of the 2010 Organising Committee
Northern Sydney Region

REGIONAL ASSOCIATION'S REPORTS

Illawarra Region

Illawarra DPs usually have a co-ordinators meeting week 1 of term where our co-ordinators meet to organise term 4 conference, which is usually held Friday week 4, but this term will most likely be held week 5, but I don't know till we meet.

I am the regional contact person for Illawarra. All of the co-ordinating deputies (Noela Lewis, Rachael McCarthy, Don Wilkinson, Lou Tome, Kem Rakaposki Steve Hodgson) do an absolutely outstanding job as coordinators.

I will do our local newsletter during Week 1 or 2 of the term.

Provided by:

Alan McInnes
Deputy Principal
Warilla High School

Ph: 42963055

FX: 42972817

alan.mcinnnes@det.nsw.edu.au

MESSAGE FROM THE AMBULANCE SERVICE

We all carry our mobile phones with names & numbers stored in its Memory. If we were to be involved in an accident or were taken ill, the people attending us would

have our mobile phone but wouldn't know who to call. Yes, there are hundreds of numbers stored but which one is the contact person in case of an emergency?

Hence this 'ICE' (In Case of Emergency) Campaign.

The concept of 'ICE' is catching on quickly. It is a method of contact during emergency situations. As mobile phones are carried by the majority of the population, all you need to do is store the number of a contact person or persons who should be contacted during emergency under the name 'ICE' (In Case Of Emergency).

The idea was thought up by a paramedic who found that when he went to the scenes of accidents there were always mobile phones with patients but they didn't know which number to call.

He therefore thought that it would be a good idea if there was a nationally recognised name for this purpose.

In an emergency situation, Emergency Service personnel and hospital staff would be able to quickly contact the right person by simply dialing the number you have stored as 'ICE'. Please forward this.

It won't take too many 'forwards' before everybody will know about this. It really could save your life, or put a loved one's mind at rest. **For more than one contact name simply enter ICE1, ICE2 and ICE3 etc**

PLEASE PASS THIS AROUND AS MANY PEOPLE AS POSSIBLE AS THIS CAN HELP IN AN EMERGENCY

Provided by: **Warrick Simmons, Deputy Principal, Byron Bay High School**

A Message from our Sponsors

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Academy Photography/Attendance is proud to continue its support for the next 3 years with the NSW Deputy Principals Association. The new deal includes the continuing support of the Academy Photography Fellowship and shows our strong 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 Yearbook printing. 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

National Marketing Manager
Academy Photography
Academy Attendance Systems
PH: 1800 816 224
Mob: 0412 847137
email: vladimir@academyphoto.com.au
Web: www.academyphoto.com.au

EDVAL – Creative Timetabling in NSW Schools

Edval Timetables provides an excellent timetabling system, but also supports a large number of state high schools in consulting advice, and collaborative assistance with their timetables. Edval has recently published a white paper covering creating solutions to State school timetables.

Meadowbank Cover Roster

The spirit of Meadowbank's preferring covers assigned on the period the Yr12 class 'was on' is nothing to do with the Yr12 class itself, so much as providing staff a framework of a Meadowbank 'roster' – where they have some fixed expectation of where they *may* be assigned a Meadowbank cover, as opposed to being assigned covers at 'any time'. Edval Timetables unique approach and feature for Meadowbank covers greatly assists both schools and teachers. Edval's Meadowbank feature provides all the security staff expect from the placement of their 'potential' Meadowbank cover periods, but without the inflexibility of existing Yr12 periods.

Semester Load Balance

NSW Department of Education policy requires state schools to balance staff loads to zero, so all staff are on an equal full time load. This requirement has traditionally been regarded by schools as forcing a large number of split classes, to balance loads. Edval has a unique approach to the issue of semester based load balancing which can greatly reduce the number of split classes required.

Re-doing Yr12 Lines

Most NSW schools assume Yr11 lines must be 'carried over' to Yr12. This is not true, as the requirement is for Yr11 students to carry over their classes to Yr12, not that the lines themselves carry over. Moving to Yr12 brings many changes. Students have come and left the school, many students have changed subjects or dropped classes since the original Yr11 lines were done. Edval promotes a unique timetabling feature of *re-doing* Yr12 lines, together with Yr11, which provides many benefits.

Full report copies on these creative solutions to timetabling are available from time@edval.com.au or phone Edval on 02 8003 4085.