



Victorian Principals Association

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VPA - Connected, United and Powerful

Quote:

“If you believe you can, you probably can. If you believe you won't, you most assuredly won't. Belief is the ignition switch that gets you off the launching pad.”

~ Denis Waitley

DO YOU HAVE A QUESTION OR CONCERN?

Our Field Services Officers can help!

Click [here](#) to send an email to Howard & Terry.

VPA eletter No. 05: May 2011

The VPA is working hard to assist leaders across Victoria in 3 main ways – Professional Advocacy, Professional Learning and Professional Services and Support. We would like to be able to represent you too. Our members receive weekly eletters keeping them up to date with issues affecting their school and professional life.

Professional Advocacy

OH & S Requirements in schools

As you are aware the onerous OH&S documentation and subsequent requirements are causing huge concern in schools as they take away from valuable leading, learning and teaching time. I have heard some ridiculous examples where principals and assistant principals are forced to count glue sticks, measure spades and put locks on cupboards in the staff area for dishwashing liquid. I am compiling a database of your stories. **The VPA is fighting hard to get rid of this red tape in schools. Can you please send me any tasks you have had to perform as a result of the OH&S audit?** Please refer [here](#) to our OH & S Position paper.

NAPLAN

Read an article online [here](#) on 'On Line Opinion' about our growing obsession with educational sorting, ranking and measuring.

Peter Hill, CEO ACARA says, *“the purpose [of national testing]...has never been diagnostic assessment.”* 29 October 2010.

Barry McGaw, ACARA Chair says, *“NAPLAN ...is not a test of content.”* 4 May 2011.

One may wonder what is its true purpose?

Rural Education Leadership Research- by Professor John Halsey, Dr Aaron Drummond & Marja van Breda

We are working with the following research. Some Characteristic's of **Rural Context and Communities that Impact on Leaders**

- High visibility/surveillance and low anonymity- living in a goldfish bowl- navigating and negotiating propinquity (closeness)
- Community expectations, especially availability
- Informal but complex communication, power and influence networks- as well as formal structures and processes
- History, traditions, conventions, valuing of local knowledge
- Distances; demographics; gender; race & ethnicity
- Interface with nature/natural environment
- Impacts of Globalisation; theory-practice tensions
- Resourcefulness, resilience, inventiveness
- Infrastructure and often limited economic diversity
- Cycles and rhythms- immediacy of weather impact

Workforce Bridging Hints

In consideration of receiving Workforce Bridging Panel the following could be mitigating factors working against your case in causing a SRP deficit and therefore **WFB will not be approved:**

- Extended contracts
- Employed when there were opportunities for savings
- Chose to run small class sizes
- Generous face to face teaching time
- Ran programs that they could not afford
- Put on contracts when excess staff could have been used
- Generous ES profile
- Enrolment prediction methodology – no contingency in place – had been an issue for a number of years.

Work forcing Bridging was supported with the following causal factors contributing to the deficit beyond the schools' control.

- Unexpected enrolment decline
- Excess staff
- Reorganisations

BER Contact Team

If you have any concerns please make sure you talk with your BER Contact at your region. If you want us to take up any issue please contact me. There have been a number of members with issues which we have taken up on their behalf. **I meet with the BER team every 3 weeks to discuss progress and concerns**

Eastern Metropolitan and Hume regions

Chris Forge

9651 6113 or 0457 925 287

forge.christopher.c@edumail.vic.gov.au

Southern Metropolitan and Gippsland regions

John Cummins

9651 6101 or 0429 072 920

cummins.john.p@edumail.vic.gov.au

Barwon South West Region

Wayne Perkins

9651 6150 or 0417 549 500

perkins.wayne.w@edumail.vic.gov.au

Northern Metropolitan and Loddon Mallee regions

Chris Noonan

9651 6125 or 0457 532 542

noonan.christopher.j@edumail.vic.gov.au

Western Metropolitan and Grampians regions

Wayne Hill

9651 6159

hill.wayne.a@edumail.vic.gov.au

Professional Services and Support



The VPA is now Tweeting

Some of our members have suggested that Twitter would be an interesting way to improve communication so we have established a VPA Twitter profile. Twitter will provide instant text messaging from the VPA to Telstra mobiles to a maximum 140 characters and will be another timely and convenient way of connecting with our members.

Unfortunately, Optusnet mobiles are not enabled to use the SMS Twitter service, but Optusnet users can still follow VPA tweets through the Twitter website which can be accessed via mobile phones as well. There is also a free Twitter App for iPhones and iPads. We cannot ignore the growing popularity of the new social media and we know many VPA members will appreciate the instant information and reminders we can provide through Twitter. The VPA can be found on Twitter under the username "**vicprinsassoc**" and regular users will have no trouble finding us. Those new to Twitter who want to try it out should go to the Twitter website at <https://twitter.com>, set up a profile for yourself. You can then search for **vicprinsassoc** under the "who to follow" tab and you will then be capable of sending and receiving Tweets. Members who wish to receive tweets to their phone can then go into "settings" and activate Twitter on your Telstra mobile phone. Twitter is completely free of charge and can be deactivated or deleted with the click of a mouse button. Any members who would like some help with setting up a Twitter account can contact VPA Field Officer, Terry Howard on 0419338669 for assistance.

Recruitment in Schools- Conflict of Interest

The [Recruitment in Schools Guide](#) has been updated to include the following statement on page 17:

Principals and panel members are to avoid any real or perceived [conflict of interest](#) in the selection process including the selection decision. A conflict may arise where it could be reasonably perceived that a principal or panel member is influenced by the private interest of facilitating employment (for example the employment

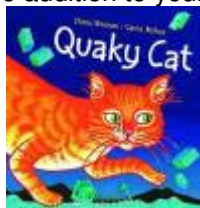
of a family member). Where there could be a perception of possible favouritism and bias, the principal and/or panel member may need to remove him or herself from the selection process and/or selection decision.

Summary Statistics for Victorian Schools

The latest statistics on Victorian school education for March 2011 have just been released by the DEECD. Click [here](#) to access a brochure of the statistics.

Children's Novel to Raise Money for Christchurch

A new children's novel entitled "**Quaky Cat**" written by Dianna Noonan, illustrated by Gavin Bishop and published by Scholastic was written in response to the Christchurch earthquakes and is an uplifting story that will touch the hearts of all. The book sells at \$15.99 and Scholastic is donating 50% of proceeds from sales to Canterbury charities. It is a book which would be enjoyed by all primary children (and teachers) and is available by contacting Scholastic Australia on Freecall 1800 021 233. Scholastic Australia has been very generous to schools affected by flood in Victoria and Queensland and the VPA would encourage members to support Ashton and our colleagues across the Tasman in this worthy cause. It will be a worthwhile addition to your school library.



Professional Learning

APPA 2011 Conference in Adelaide from 22 – 24 June

Early bird rates have been extended until next week

The 2011 Adelaide APPA Conference promises to be something special with innovative speakers offering valuable insights into primary school leadership. The quality you will find in the concurrent sessions is not to be missed. On the final day we will be joined by both the Minister for School Education, Peter Garrett, and the Minister for Mental Health and Ageing, Mark Butler. Primary schools and your leadership of them are certainly valued. After the Conference why not spend a few extra days in SA visiting the wineries of the Adelaide Hills and Barossa Valley.

Registration is now open for APPA 2011 - "A Brilliant Blend. Cultivating Primary Leadership".

To view the registration brochure and register online, visit the [website](#).

VPA China Educational Leadership Study Tour

18th September – 1st October

CHINA- A NEW WORLD POWER IN EDUCATION

Asia Education Foundation- Becoming Asia Literate Grants

Round 3 of the NALSSP *Becoming Asia Literate: Grants to Schools* are now open. Grants of \$20,000 are available for individual schools and up to \$40,000 for a cluster of schools. These grants will assist schools to promote the teaching and learning of Asian languages and/or the studies of Asia related to one or more of the four NALSSP target countries - China, Indonesia, Japan and Korea. When applying please note that there is a word limit. Make sure you address all key outcomes and emphasize such things as sustainability and innovation to your school. Schools apart of the L21 Program are eligible to apply. **Apply online [here](#) before 27 May.**

ICP Conference 15 – 18 August Toronto 2011

Registrations open [here](#). You can visit the VPA [website](#) for more details. We are a member of ICP and encourage you to support this conference. It looks like a terrific program.

2011 VPA & VASSP Annual Conference

The joint VPA and VASSP Conference is centred around **Building Educational Capacity – Enhancing Leadership Potential**. The combined 1 Day Conference and Annual General Dinner will be held on **Monday 1 August** the **Crown Conference Centre** in Melbourne. Speakers include **Saul Eslake, Wendy McCarthy, Professor Barry McGaw, Professor Richard Teese** and our special guest speaker is **Anh Do**. The MC is **Jenny Brockie** from SBS Insight.

Registrations are now open!

Register online [here](#) or visit our [website](#) to access the registration brochure.

Please consider bringing your leadership team.
The cost is \$295 per member and this includes dinner.



Professional Development Workshops facilitated by VPA and VASSP Speak to Impress

A workshop for School Leaders

VASSP and the VPA, along with Robyn Buckeridge* are offering this two hour workshop designed to give you confidence when speaking in public – including presentations to school teams, staff meetings, school assemblies, information nights, presentation evenings and other major events.

The workshop session will include:

- Recognising your strengths when speaking in public
- Identifying your concerns
- Discussion of the key elements of public speaking
- Developing your own process for public performances
- Scenarios, role plays and feedback

Cost: Members \$90.00 (inc. GST)

Non- members \$100.00 (inc. GST)

Date & Venue: Tuesday 31 May 2.00 am to 4.00 pm at Unit 2, 13 - 21 Vale St, North Melbourne

Refreshments provided

Visit our [website](#) for further details and registration forms.

Why join the VPA? A member's experience...



I joined the VPA because I wanted to be a member of a professional organisation that would represent my interests as a principal, provide professional learning and an opportunity to influence education policy. By participating in regional meetings and being a VPA councillor I have gained information that has assisted me and I have contributed to shaping education policy. Talking to other colleagues at VPA meeting and professional development sessions has provided me with opportunity share ideas and learn from others. It is amazing what you learn from you colleagues and VPA members are always happy to share. The professional development provided by VPA covers a variety of relevant areas for a principal and is open to other members of leadership team including Assistant Principals and Leading Teachers. It has been very valuable for me to attend VPA professional development with my assistant principals. The topics offered are always relevant and the presenters are of a high standard. I look forward to receiving my copy of Leadership in Focus. I enjoy the informative articles and I am able to share it with my leadership team. We often take our weekly reading from Leadership in Focus to discuss at our meetings.

The VPA is a professional organisation that takes into account the professional needs of its members which is why I continue to belong. The weekly eletter is a must to read for me. The eletter keeps me informed and I really enjoy the quote of the week.

~ **Mark Arkinstall, Principal Belmont Primary School**

Interesting websites...

[Dan Pink on Motivation](#) Career analyst Dan Pink regarding the problems of performance pay and motivation.

[Top 10 Email Tips](#) VPA member and IT Coordinator Kathleen Morris shares her tips for making email easy and useful.

[Super Contributions](#) Too much super can mean extra tax.

[Ten Tips for Personalised Learning Via Technology](#) by Grace Rubenstein

To challenge and support each child at his or her own level, the educators of Forest Lake Elementary deploy a powerful array of digital-technology tools. Discover what your school can learn.

[100 Must-Read Blog Posts on the Future of Learning](#) Find out what direction the relatively new field of online learning might be taking with these articles.

Gabrielle Leigh
VPA President

