



Victorian
Association of
State Secondary
Principals

INFORM

Victorian Association of State Secondary Principals

Term 2, Iss.3, 2024



COLIN AXUP

VASSP PRESIDENT

President's Report

The start of a new term is often a time for reflection and consolidation of the previous term. With an Annual Implementation Plan in place, schools are looking for that next step to improve the outcomes for their students. In a perfect world, school leaders will have all the necessary resources at their disposal to achieve their desired outcomes; we do not live in a perfect world. Challenges always exist and one could argue that challenges and overcoming the challenges is what makes the role of the principal rewarding, albeit stressful at times.

In the past month two reports have been released, the [ACU Principal Health and Wellbeing survey](#) and

[ACARA's updated National Report on Schooling in Australia](#). Two quite different sets of data; however, I would argue that they are interrelated to the work of the principal class. Unfortunately, the findings of the ACU report are not positive in any sense of the word.

While some may attempt to make the best of the data, for example, principals experience of violence, that Victoria's data is better than the other states and territories, this is a fundamental misuse of the survey results. This longitudinal survey started in 2011, so the data sets are of significance; for example, over the term

of the survey the violence experienced by leaders as increased by 75%. ACARA's recent data sets focused on apparent (my emphasis) retention; a data set that was widely reported in the media. Government schools had a significantly lower apparent retention (75.9%) than non-government schools (90.1%), both Catholic and independent.



Image: State school classroom.

The headline data suggests that government schools are not as effective as non-government schools in retaining students until the end of Year 12; however, the number of caveats associated with this data are extensive. The report provides twelve caveats, with one caveat having seven sub-caveats! The report states that "it is not currently possible to calculate actual (my emphasis) retention rates." Given the number of limitations placed on the data, why publish it in the first place? And what message does it send to the community about our schools?

Data is a key component of assessing the success of a school; however, the misuse of data or more significantly the misunderstanding of data has the

potential to create even more stress for school leaders. How often do we triangulate school data with data sets that are external? Schools are not islands in their community, they are a microcosm of the community and as such there is the potential for external data sets to inform school data sets. There is a reasonable concern about attendance at school and there is much discussion as to why the decline and what are the actions needed to reverse the decline. For example, do local youth crime statistics correlate with attendance data? Interestingly, I would argue that comparing that data would provide for an interesting discussion. Regardless of which data sets we're comparing, we all need to be mindful that data doesn't give you the answers, data suggests which questions you need to ask. All too often, in the words of Scottish poet Andrew Lang, we use, "statistics much like a drunk uses a lamppost: for support, not illumination"! Data sets should be used to pose questions, not provide answers.

The Education Ministers' Meeting (EMM), the meeting of all state and territory ministers with the Federal Minister for Education, Jason Clare, convened in Perth on 26 April. This meeting has most recently focused on the National Schools Reform Agreement (funding) and also the teacher shortage, which Minister Clare, has labelled a 'crisis'. School funding is a discussion for another time; however, the teacher shortage remains of continuing concern

for school leaders across the country. More importantly though is the health and wellbeing of school leaders and the acknowledgement that action needs to continue to be taken to support school leaders lest we find ourselves with a leadership crisis if we're not already in one. At the ASPA Summit in Canberra at the end of last term (see report from VASSP Deputy President, Belinda Hudak below) the ASPA President, Andy Mison challenged the Federal Minister to privilege principal health and wellbeing in the national teacher workforce action plan; a challenge the minister readily accepted. At the EMM, the presidents of ASPA and the Australian Primary Principals Association (APPA) made a presentation to the meeting. They proposed two specific outcomes; namely, that EMM make a public statement of support explicitly for principals and school leaders, and establish an EMM sponsored working group to develop effective strategies to support school leaders. Both actions have been accepted by the EMM and were included in the communique from Minister Clare.

While much of the national discussion on education is strategic, school leaders are dealing with the tactical; that is, the daily operations of their schools ensuring the best quality education for their students. Principals have a complex and demanding job, which is nevertheless highly rewarding. However, the stresses that come with the position need to be managed and while the EMM acknowledged the work being done around the country to support school leaders much still needs to be done. In the meantime, school leaders will continue to be confronted the myriad

challenges of school leadership. At the SGM last Friday, we were inspired by Paralympian Jess Gallagher. Life is full of challenges and the life of a school leader is equally full of challenges. Jess made the following powerful comment, which I believe is sound advice for all school leaders, "It's not what you see...it's how you choose to see it".



Victorian
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Principals



VICTORIAN
PRINCIPALS
ASSOCIATION

*Ready to take
the next step?*

APPLYING FOR PRINCIPAL CLASS POSITIONS

Professional Learning Workshop

Held at the VASSP Office: Unit 2, 13 – 21
Vale Street, North Melbourne



12 JUNE





2024 Victorian Education Excellence Awards

Nominations Now Open!

Information

Celebrate outstanding government school teachers, principals, business managers and education support staff.

For more information, visit vic.gov.au/veea

Nominations close
Mon 20 May 2024.



BELINDA HUDAK

**PRINCIPAL
MILDURA SENIOR COLLEGE**

National Education Summit

Australian Secondary Principals' Association 2024 National Education Summit

Equity in Australian Secondary Education: Crossing the Divide

Australian Secondary Principals' Association (ASPA) 2024 National Education Summit was held in Canberra, on Monday 25 March and Tuesday 26 March.

The aim of the summit was to have a constructive and collaborative conversation about the future of secondary school education in Australia. The focus was to shape and progress a national agenda for the 2025 federal election, with an emphasis on equity of opportunity for every Australian student at the heart of policy.

ASPA has identified these as the most significant priorities for our school leaders

and their communities. The outcome of the summit was to collate ideas and feedback to guide the national policy debate over the next 12 months and start a new national conversation led by government school principals.

DAY ONE

Hosted by Telopea Park School, the day commenced with a Principals Council attended by principals and association presidents to highlight the issues faced across the states and to discuss the possible solutions. Key themes focused on funding and the diversity of support schools are required to provide students, families, and their communities.

DAY TWO

The second day of the Summit commenced with a book launch from Author, Dean Ashenden ***"Unbeaching the Whale – Can Australia's Schooling Be Reformed"***. A panel discussion on the themes of the book, facilitated by Anthony Mackay AM alongside Dean Ashenden and Prof. Pasi Sahlberg.

Day two held Summit workshops and the panels/sessions were structured into three thematic sessions:

- School funding and Educational Outcomes: The Equity Gap in Australia
- Equity and Opportunity in Senior Secondary Assessment and Certification
- The Role of Principals in Enabling Equity and Wellbeing in our Schools

This led into the Summit, which boasted representatives of Principal class, Association Presidents and Education

Departments from all states and territories. Andy Mison, President ASPA opened the Summit and welcomed Jason Clare MP, Federal Minister for Education, for a sit-down discussion. Minister Clare was very clear on his desire to see increased funding for Government Schools. He also acknowledged the challenges our schools are continuing to face including teacher shortages and additional demands on schools to support students and their families.



Image: 2024 National Education Summit

Compered by Jane Carro AM, each session began with an overview of the challenges which assisted to set the scene for a panel discussion that followed. Through each session the table discussions presented an opportunity for the representatives to share the challenges or supports in their State or Territory. Each table discussed and shared back to concerns and ideas for solutions as well as communicate supports that are working well in different Departments. These were collated by the ASPA to form key items for discussion with different Ministers and Departments in upcoming meetings and other advocacy opportunities.

The attendees also had the opportunity to hear from Senator Sarah Henderson, Shadow Minister for Education and Senator Penny Allman-Payne, Greens Education Spokesperson. Senator Allman-Payne spoke passionately about the need to fully fund State Schools and acknowledged the great work of schools and school leaders, especially to support our most disadvantaged students. Senator Henderson discussed the teacher shortage and focused on the importance of finding solutions.

SESSION 1: School Funding and Educational Outcomes: The Equity Gap in Australia

Session 1 Panel Members:

Correna Haythorpe, Federal president, Australian Education Union

Prof. Pasi Sahlberg, Professor of Education Leadership, University of Melbourne

Tom Greenwell, Secondary Teacher, Journalist, Author "Waiting for Gonski".

Dyonne Anderson, Principal, NATSIPA President, CEO Stronger Smarter Institute

The essential need to fully fund State Schools was an inherent focus of this session and recognised that State Schools are educating our most disadvantaged young people of which the gap is only increasing. The breadth of support that schools provide students and families in their communities was also highlighted as increasing challenge for our State Secondary Schools particularly in mental health, supporting attendance and connecting to aligned health professionals.

SESSION 2: Equity and Opportunity in Senior Secondary Assessment & Certification

Session 2 Panel Members:

Prof. Martin Westwell, Chief Executive, DoE South Australia

Dr Sandra Milligan, Exec. Director Melbourne Assessment, University of Melbourne

Mike Morgan, Senior Principal Advisor, DoE Western Australia

Scott Widmer, Assistant Deputy Secretary, Senior Secondary Reform, DoE Victoria

The key discussion points raised in this session were linked to formative assessments process and it was raised by many that these (particularly the ATAR) are no longer fit for purpose. With only 25% of students using an ATAR to gain entry to university which poses the question; is this the best way to assess our students?

Conversation on teaching skills and capabilities were raised as well as bridging the gap for regional participation in tertiary studies. The panel shared alternative and inclusive program opportunities. The Vocational Major was the focus of the share from Victoria through Scott Widmer.

SESSION 3: The Role of Principals in Enabling Equity and Wellbeing in our Schools

Session 3 Panel Members:

Murat Dizdar PSM, Secretary, DoE New South Wales

Michael De'Ath, Director General, DoE Queensland

Dr Therese Dicke, Program Lead, IPPE ACU

Vicki Mackrill, Principal, Launceston College, DoE Tasmania

The subject matter for this was the presentation of the findings from the 2023 Australian Principal Occupational Health, Safety and Wellbeing by Dr Therese Dicke, Program Lead, Institute for Positive Psychology and Education, Australian Catholic University. It was evident through discussions that Victorian Department of Education has had more focus in this space than other States and Territories, with some state representatives in the panel discussion not even acknowledging there is an issue or concern.

Concluding comments

Bringing education leaders from across the country was an excellent opportunity to share experiences, expertise and learn from each other and our systems. Although the gap and different approaches between states was very evident (and we will not have a unified national system any time soon), the need to come together more often to benefit from the success and experiences from all states and territories is certainly something to continue to work towards. It is ASPA's hope to continue the Summit annually.



Image: VASSP President Colin Axup, with Belinda Hudak, at the 2024 National Education Summit.

Need to Know

INQUIRY INTO THE STATE EDUCATION SYSTEM IN VICTORIA

The Inquiry

The Legal and Social Issues Standing Committee will investigate the Victorian education system across government schools.

Hearings

Hearings are currently taking place, with the final two days of hearing to be held on Wednesday 8 May, and Thursday 9 May. These hearings will be streamed live on the Parliament of Victoria website.

VASSP's Involvement

Colin Axup will be presenting to the Committee on behalf of the Victorian Association of State Secondary Principals, on 12 June, regarding the joint VASSP and VPA submission into the inquiry. All submissions are available online.



Access the **VASSP / VPA submission here**.



Image: Victorian Legislative Council Chamber. From From Wikimedia Commons ([CC BY-SA 4.0](#))

REMINDER: IMPORTANT SCHOOL UPDATES

New Employee Wellbeing Support Services

Replacing the old EAP, the Converge app provides additional supports for staff and adult members of your family. [Click here for access.](#)

Help fill your workforce gaps

Register interest in employing a pre-service teacher to help your school respond to staffing challenges. [Click here for access.](#)

Inform and expand students' senior secondary options.

New communication materials to help students understand pathways and consider newly available studies. [Click here for access.](#)

SCHOOL SAVING BONUS

The Victorian Budget 2024/25 will deliver the School Saving Bonus as part of a \$287 million package – providing \$400 in support for every child at government schools, and eligible concession card holders at non-government schools.



[Click here for more information.](#)

LITERACY AND NUMERACY ACHIEVEMENT OUTCOMES FOR VICTORIAN STUDENTS

The Examination

The Victorian Auditor General's Office (VAGO) has examined whether the Department of Education is improving literacy and numeracy achievement outcomes for all Victorian government school students.

Findings

Generally:

- Since 2012, literacy and numeracy outcomes for Victorian government school students overall are stable.
- The department's budget performance measures of student outcomes are not a fair or transparent presentation of students' skills.

For Aboriginal students and students experiencing disadvantage:

- Since 2012, the proportion of these students below the expected level has been stable or increased.
- The department is not improving outcomes for these students.
- These students are not learning at a rate that will close the gap with other students.

Recommendations

VAGO made 3 recommendations:

The Department should:

- widen its literacy reporting to include writing as well as reading
- improve the way it reports student outcomes in its performance measures
- make government school literacy and numeracy results more accessible to the public.



[Video Summary](#)



[Read the full report and all recommendations here](#)

KEY FACTS



In 2022,
10% of year 9 students
were reading at a year 7 level or below



At year 9, the average
Aboriginal student is around
2 years behind
their peers
in literacy and numeracy



State funding for the
most disadvantaged students
in government schools
increased



DATES

For your Calendar

Emerging Leaders Program

When: 20 May & 25 July

Where: Multiple locations, see flyer for information.

Applying for Principal Class Positions

When: Wednesday, 12 June

Where: VASSP Office

VASSP Annual State Conference

When: Friday, 15 – 16 August

Where: Rydges Hotel, CBD

Annual General Meeting (AGM) and Leadership Seminar

When: Friday, 8 November

Where: Chapter Place, Coburg

Assistant Principals Connection Seminar

When: Thursday, 21 November

Where: Melbourne Business School

CHECK OUR WEBSITE FOR MORE DATES



Victorian
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VASSP Principal Survey

TERM 1 TEACHER SHORTAGE IMPACT

If you are yet to do the Term 1 Survey:

This survey offers continuous insights into the impact of staff shortages in secondary schools.

The data supports our advocacy, highlighting the nuances and complexity of managing the secondary school environment.

TAKE SURVEY





AMY RASHID
EXECUTIVE OFFICER

Executive Officer's Report

VASSP 2024 LEADERSHIP SEMINAR AND SGM

The VASSP SGM and Leadership Seminar held at Kooyong Tennis Club, Friday 3 May. The focus was on the power of conversations and the importance it plays in the sustainability of leadership.



Image: VASSP 2024 Leadership Seminar and SGM, held at Kooyong Tennis Club, VIC.

Learning Provocations

Andy Mison, President, The Australian Secondary Principals Association (ASPA)

Andy Mison, ASPA President presented the shared goals of ASPA and VASSP: ensuring equity and learning progress in Australian public education, while supporting and championing the principalship.

ASPA's Strategic Work Priorities:

- School Funding & Equity Gap
- Principal Health & Wellbeing
- Principal Efficacy



Image: Andy Mison from ASPA, addresses VASSP.

Andy Mison, President, ASPA

What you said:

"It was great to hear about the work that is being done to address some system challenges on a broader scale."

"It triggered me to start thinking a bit more outwardly and up, as advocates for state education."

The Q&A element of Mison's presentation provided a forum for members to raise two critical concerns:

- **Workforce shortage:** This pressing issue impedes progress on reform initiatives.
- **Visa hurdles – international teacher recruitment:** Members seek solutions to expedite the filling of open positions, without resorting to workarounds that compromise the integrity of the system. These challenges are compounded by the ongoing issue of divided responsibilities between state and federal immigration agencies.

Visit the [ASPA website](#) here

Ian Higginbottom: From Exhaustion to Energised

In a practical workshop style presentation, Ian Higginbottom encouraged the audience to explore the interaction of moods, emotions and body language as a crucial element to leadership and bridging the gap between knowing and doing.

Linguistic Acts



Shifting Perspective: Be observers of the situation, identifying possibilities and empowering those around them.

The Power of Language: Our conversations shape experiences. Be conscious of the 6 Linguistic Acts and how they can be utilised language to create positive interactions.

Focus on Others: Effective communication moves the focus from "me" to "them."

Ian Higginbottom: From Exhaustion to Energised

What you said:

"Some great connections to Adam Fraser's third space for me."

"I started thinking about the importance of self awareness and mood."

"Highlighted the benefits of doing this work on mindset and EI with broader leadership team and middle level leadership to broad the impact and shift school culture."



Image: Ian Higginbottom addresses VASSP.

Dr. Jessica Gallagher: Are. You. Ready?

Captivating the audience with her Paralympic journey, Dr Jess Gallagher offered invaluable insights on developing an agile mindset and harnessing the power of communication.

Dr. Jessica Gallagher: Are. You. Ready?

What you said:

"loved this inspirational speaker and so many take aways as a leader."

"I liked the way in which she went through the emotional journeys but returned with a better mindset under the next goals."

Preparation is Key: While the future is uncertain, actively developing skills and a growth mindset fosters readiness for change.

Building Your Network: Success often relies on the support and collaboration of others.

Effective Communication: Understanding communication styles and finding the right approach for different partnerships is crucial.

Learning from Mistakes: Mistakes are inevitable; embrace them as opportunities to learn.

Courage and Willingness: Stepping outside your comfort zone takes courage – Ask yourself "Will I regret this?" to evaluate opportunities.

Diversity is Strength: A wide range of skills equips you for different situations and facilitates career transitions.

Growth Through Challenges: Embrace challenges as opportunities for learning and growth.

Developing an Agile Mindset: Be willing to adjust your perspective and see things as they are, not how you wish them to be.



Image: Jess Gallagher with Field Officer Garry Schultz, who was her Principal at Belmont High School.



Image: Jess Gallagher, inspiring VASSP members.

VASSP Business Partner presentation: Compass – Katie DeLullo

Compass is committed to continued innovation and support for our Victorian Government Schools. Email training@compass.education if you would like to participate in the 2024 Compass Health Checks, which includes a survey, portal check, consultation and training rollout plan, or get a sneak peak and demo of the changes we have made to Newsfeed, Learning Task Management, and Chronicle Roll tags.



Image: Katherine DeLullo, Customer Success Manager from Compass, shares the latest product updates and enhancements with our members.

Thoughts about the day..

What you said:

"ASPA - Reminder to self reflect.. !"

"Food was delicious! Views incredible! Networking always valuable."

"Variety in presentation, but commonality in message & theme."

Best aspect of the day? "Networking. Seeing people I haven't seen for a while."



Image: VASSP members enjoying the conversation.



Image: VASSP President, Colin Axup, and Jess Gallagher.



VASSP STATE CONFERENCE 2024

Victorian Association of State Secondary Principals



Leadership Longevity: Sustaining High Performing Leaders

AUGUST: THU 15 – FRI 16

Rydges Hotel - Exhibition Street, Melbourne

Early Bird tickets and preliminary speaker list are available now:



BOOK NOW

SPEAKERS



CAMERON SCHWABB



DR HELENA POPOVIC



PROF JUDI NEWMAN



DR SELENA FISK



RENAE HANVIN



MALCOLM DIX

Bank First Scholarship Award Winner

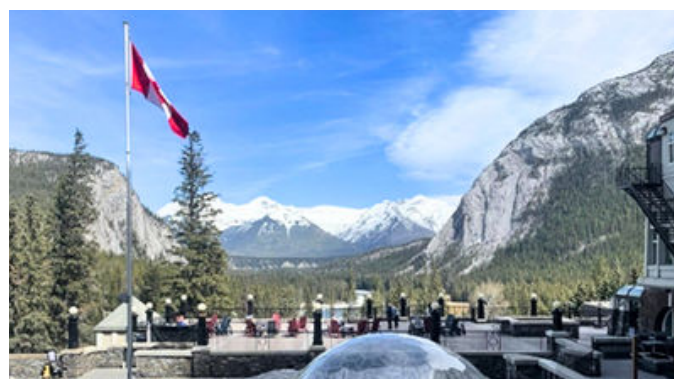
By Bradley Headlam

2023 Bank First Award winner

ULEAD CONFERENCE

2023 Bank First Award Bradley Headlam, Assistant Principal North Geelong Secondary College utilised the scholarship to attend the ULead Conference in Banf, Canada over the April school holidays.


Below are Brad's key learnings from the various presentations at ULead.



PRESENTATION & SPEAKER	BIG IDEAS	IMPACT ON LEADERSHIP
<p>Is my School a Better School BECAUSE I Lead it?</p> <p>Principal Baruti Kafele</p>	<ul style="list-style-type: none"> • Reach for the impossible and reflect on it constantly. • Be present and engaged with the students on arrival, set the tone and motivate them to be excited about being at school and learning 	<p>Who am I within my leadership capacity?</p> <ul style="list-style-type: none"> • Leadership identity -who am I? <ul style="list-style-type: none"> - Wanted students to see him as 'motivator'. • Leadership presence -what do you represent? <ul style="list-style-type: none"> - What does your body say? - Symbolising excellence • Leadership impact -what is my level of influence? • Leadership mission -what am I about? <ul style="list-style-type: none"> - What drives you? - Leadership purpose - what is my reason...my why? • Leadership vision -what do I see?

PRESENTATION & SPEAKER	BIG IDEAS	IMPACT ON LEADERSHIP
<p>A collaborative and collective approach to student success.</p> <p>Darrin DeForge, Daniel Espejo</p>	<ul style="list-style-type: none"> Impact of capacity issues nearby doubling school numbers in 2nd year of school, and increasing ASD kids to 70%+. Provision of teacher autonomy 	<ul style="list-style-type: none"> Consider how you would tackle this issue. Consider your own goals and present them visibly to the community (from AIP or own).

PRESENTATION & SPEAKER	BIG IDEAS	IMPACT ON LEADERSHIP
<p>Observable Impact</p> <p>Cale Birk</p>	<ul style="list-style-type: none"> Make the learning observable through the student motivated initiatives. Diet analogy -don't use the scales as the measure of performance, instead diet, exercise etc. Same as for learning -more visible learning. 	<ul style="list-style-type: none"> Reaffirmed the importance of Progress Reporting. <p>Resources: The George Couros Podcast:</p> <ul style="list-style-type: none"> Episode with Cale Birk: <i>Three Questions from Educators who Inspire.</i> Episode with Cale Birk: <i>Doing thing "with" rather than "for" people.</i> Episode with Cale Birk: <i>Impact Before Action.</i>

PRESENTATION & SPEAKER	BIG IDEAS	IMPACT ON LEADERSHIP
<p>Strength Based Teacher Observations</p> <p>Assistant Principals Nicole Macinkevics & Roni Pirot, from <i>Ecole Meridian Heights.</i></p>	<ul style="list-style-type: none"> There is tremendous value in teaching observations when it is embedded in frequent processes. 	<ul style="list-style-type: none"> Build greater trust through more visibility. 



VASSP EMERGING LEADERS

How do outstanding leaders:

- Inspire others and win the cooperation of peers?
- Deal with set-backs and difficult behaviours from others?
- Manage the change that often comes with driving school improvement?

This two-day intensive program tackles critical leadership questions and equips you with the specific capabilities needed to excel in your role.

ONLINE

DAY 1

MONDAY – 20 MAY, 2024, 9:15AM – 12:30PM

IN-PERSON

DAY 2

THURSDAY – 25 JULY, 2024 10:00AM – 12:30PM
STATE COMMITTEE MEETING: 1:30PM – 8PM

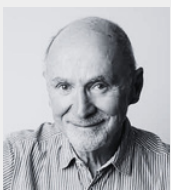
EFFECTIVE LEADER CAPABILITIES

- Leadership capabilities that drive school improvement
- Effectively lead and influence teams
- Change management
- Dealing with challenges
- Managing negative or resistant behaviours, and having the required conversations

CONSOLIDATION, STATE COMMITTEE MEETING, AND DINNER

- Follow-up and consolidation of learning
- **Participate in a VASSP State Committee:**
 - Observe how school principals develop and respond to Big Picture issues
 - Engage with State Committee members on various issues, including how they developed their career
 - Leadership Panel Discussion
- Join the State Committee for dinner, and build new connections.

ABOUT THE PRESENTERS



Ian Wallis has been a VASSP Leadership Coach working in schools and delivering PL for many years. He was a principal for 14 years.



Brooke Roy is currently an AP at Western Port SC, was a graduate of the VASSP Emerging Leaders program, and a recipient of the Marion Heale VASSP Award in 2019.

COST

\$500 + GST - Price includes 12 months associate membership with VASSP, all workshop sessions, meetings, and all food and drinks.



BOOK NOW



For your Information

Impact of the Teacher Standards

Message from **Mark Pimlott**,
from the Australian Institute
for Teaching and School
Leadership (AITSL)



Which Teacher Standards have the greatest impact?

The Australian Institute for Teaching and School Leadership (AITSL) is undertaking research to better understand the impact of the Australian Professional Standards for Teachers (Teacher Standards) at each career stage. AITSL invites you to complete a short online

survey (approximately 15 minutes) to gather feedback on which Teacher Standards have the greatest impact on your practice.

[Complete the survey](#)

Your contribution will help inform any future review (noting a review has not been commissioned to date) and/or future implementation support for the Teacher Standards. Feel free to share the online survey amongst your colleagues and wider networks.

AITSL appreciates your time and ongoing support of its work.

Child Link

What is Child Link?

Child Link is a digital tool that displays information about a child to authorised key professionals who have responsibility for child wellbeing and safety. Child Link shows limited but critical information, such as a child's participation in key early childhood and education services.

By providing information, Child Link helps authorised key professionals to:

- collaborate with other services and professionals working with the child and their family
- identify needs, issues and vulnerabilities that may be present earlier and provide the support necessary to prevent an escalation of harm

- make more informed decisions about the wellbeing, safety and support needs of a child in their school or service.

Security and privacy are core to the design of Child Link and strict safeguards are in place to protect information.

Further information

You can find further information about Child Link on the [Child Link webpage](#).

For further enquiries or support contact:

Phone: **1800 549 646** (9am to 5pm, Monday to Friday)

Email: childlink@education.vic.gov.au

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The Griddle difference

	Griddle	Other solutions
100% cloud-based Griddle is the only fully cloud-based timetabling solution.	✓	✗
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Multi-user access Griddle allows multiple concurrent users protected by roles and permissions	✓	✗
World-class engine Griddle is built using cutting-edge algorithm design	✓	✗

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Maximise student outcomes with consolidated EdTech

Struggling to navigate the influx of digital resources available to schools? Education Perfect (EP) has created a whitepaper that explores the adoption process of classroom EdTech, the impact of consolidated resources, and the importance of keeping students connected to meaningful learning pathways.

"The Modern Hierarchy of EdTech Needs"

This whitepaper discusses:

- The journey of EdTech adoption
- Classroom benefits and limitations as tech evolves
- How to keep students connected via digital learning
- The future of EdTech innovation and its implications
- + And more!



Get your free whitepaper



Super helpful support for your team

As one of Australia's largest profit-for-members superannuation funds, we're proud of our heritage of helping the education sector through initiatives such as our **Mental Health Assist program**.

Delivered in collaboration with Teladoc Health, Aware Super insured members, their partners, and children over the age of 18 can access the program.

Aware Super is super helpful.

- ✓ **No extra cost**
Available as part of your insurance with Aware Super
- ✓ **Confidential support**
Quick and easy access to Australian psychiatrists and psychologists
- ✓ **No referral needed**
Timely diagnosis and personalised action plans



Find out more at
aware.com.au/health



Ourschool Update Report

Alumni programs off to a flying start at Balwyn high school and swinburne senior secondary college!



BY CAROLINE MILBURN

**CEO / CO-FOUNDER
OURSCHOOL**

I'm delighted to announce that Balwyn High School and Swinburne Senior Secondary College have joined Ourschool's network to learn how to grow an accountable, sustainable alumni program that benefits their students and teachers.

Their alumni programs have got off to a flying start. Volunteer alumni have returned to their schools to inspire students about study and careers.

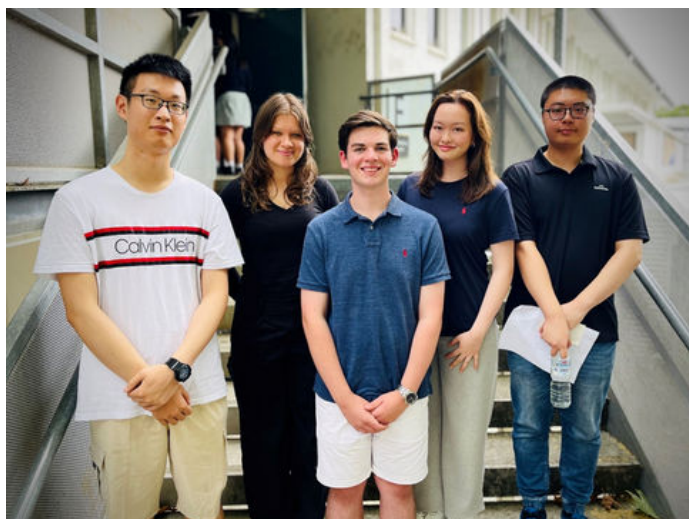


Image: Balwyn High School class of 2023 alumni.

At Balwyn HS, a group of alumni from the class of 2023 took part in a study and exam tips session for year 11 and 12 students. The school's alumni program coordinator is also helping organise the school's 70th birthday celebrations with community engagement events scheduled throughout the year.

Swinburne Senior Secondary College is steadily building connections with its alumni. Its alumni program recently organised a career pathways session for year 12 students. The alumni who returned to offer their insights to students were an investigative journalist, a provisional psychologist, and a creative development manager at a film company.



Image: Swinburne Senior SC alumni, with principal, Daryl Bennett.

More updates available via [our website](#).

Victorian Education Excellence Awards (VEEA)

Nominations are open for the Department of Education's Victorian Education Excellence Awards (VEEA)!

Winners of each category receive a professional development grant of up to \$25,000. [Click here for details regarding categories of entry.](#)

Nominations can be [submitted here](#).

Deadline for nominating:
20th May, 4:00 pm, 2024.

For more information, visit the VEEA website or email excellence.awards@education.vic.gov.au



Highlights from the 2024 Student Voice Forum

This year's Student Voice Forum brought together 85 students from government and non-government schools in Term 1; the largest cohort to date!

Participants explored student-led global learning initiatives.

Ideas ranged from international bake sales, to Instagram takeovers. Through personalised coaching, students and their supporting teachers will now implement their initiatives before returning in Term 3 to report back.

[Click here for more information.](#)



Are you accessing all the benefits of your VASSP membership?

Wherever you live in Victoria, our VASSP Professional Services are available to you.

Services available

- School Review support/challenge partners.
- SRP advice and professional development/workshops.
- MPB and Speak Up support.
- Employee Conduct support.
- Regional Issues
- HR/EBA matters
- Re-structuring
- Personal and professional advice and support.
- Advocacy at a DE and political level.

VASSP Field Officers

<u>Field Officer</u>	<u>Email</u>	<u>Region/s</u>
Deb Gentle	dgentle@vassp.org.au	Northern Metro, Gippsland
Sue Peddlesden	speddlesden@vassp.org.au	Southern Metro, Eastern Metro, Hume
Garry Schultz	gschultz@vassp.org.au	Geelong, Western Metro, Ballarat
John Richmond	jrichmond@vassp.org.au	Ballarat, Loddon Campaspe Mallee, West Grampians/Wimmera

Contact our office to arrange a call with your local Field or Project Officer:

(03) 9320 7100 | INFO@vassp.org.au | www.vassp.org.au



Customised, on-site project support.

VASSP offers customised, on-site and independent project support, professional development and logistical support in most areas of school operations.

What services are available?

Project services includes but is not limited to:

- Bespoke leadership team development workshops
- Leadership coaching – individual and team
- School Improvement Review processes
- Curriculum reviews
- School Policy and Workforce reviews
- Principal preparation – application writing and interview skills
- In-depth individualised support

PRICING FOR TERM 2, 2024

VASSP Member: \$130 +GST per hour*

|

Non-Member \$300 +GST per hour*

**Plus travel*

Contact our office to connect with VASSP Project Services:
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BOOK A DEMO



The Victorian Academy of Teaching and Leadership (the Academy) offers evidence-informed professional learning that will empower you to create career progression steps. Explore the highlights below or visit the [Academy website](#) for further professional learning opportunities.

Teaching Excellence Program

Applications for the 2025 Teaching Excellence Program (TEP) are now open with principals encouraged to nominate, or encourage their highly skilled teachers to apply. Teachers accepted into the program will have access to the latest evidence-informed research, and will improve their capability and confidence to teach more effectively.

Harvard Leadership Programs Suite

A suite of programs designed to prepare school leaders for the challenges of today along with the frameworks, skills and knowledge to effectively generate school improvement and student wellbeing.

Leading Quality Conversations

Develop the high-level communication skills required to lead effectively through strategic discussions, conflict resolution and to building trusting relationships with peers.

Leading Teaching, Learning and Wellbeing Suite

Have greater impact on teaching, learning and wellbeing by creating a dynamic environment that supports you to design learning experiences to engage learners.

Leading Teaching, Learning and Wellbeing Suite

Have greater impact on teaching, learning and wellbeing by creating a dynamic environment that supports you to design learning experiences to engage learners.

Team Coaching for CoP Leaders

Discover the power of effective team coaching to lead the successful implementation of Communities of Practice.

Subscribe to Academy Connect
and stay up to date with
professional learning.

VISIT US



PROVISIONAL APPOINTMENTS

VASSP would like to congratulate the following provisionally appointed leaders.

PRINCIPAL

Paul Broecker, Boronia K-12 College

Matthew Lee, Melba College

ASSISTANT PRINCIPAL

Ryan Rooney, Narre Warren Sth P-12 College

Stephanie Kierce, Manor Lakes P-12 College

Jaclyn Lavasseur, Tarneit Senior College

Phillip Parfitt, Tarniet Senior College

Irene Greenwood, Monterey SC

Brylee McNamara, Lara SC

Lucinda Blackburn, Eltham HS

Sean Mundy, Corryong College

Kylie Fortington, Wodonga Middle Years

Hollie Radomski, Wodonga Middle Years

LEADING TEACHER

Jedd Wright, Greater Shepparton SC

Eliza Rodriguez, Edgars Creek SC

Susan Lonergan, Monterey SC

Susan Cucinotta, Preston HS

Jake Kiss, Fountain Gate SC

Ellen Murphy, Hoppers Crossing SC

Tiegan Whitby, Western Port SC

LEARNING SPECIALIST

Ramandeep Sidhu, Baden Powell P-9 College

Olivia Carr, Elevation SC

CONNECT WITH US

Have you checked out our **new website!** Why not try logging in. If you don't know your password, use the 'password re-set' function. We plan to build new resources into the members' only areas, and add even more value for you. Please pass us your feedback!

FEEDBACK

Got something to say about this newsletter? Want to contribute?

To offer feedback or suggestions, contact the Communications and Membership Manager:

Chelsea Quake at cquake@vassp.org.au

