

2022

SAPPA ANNUAL REPORT

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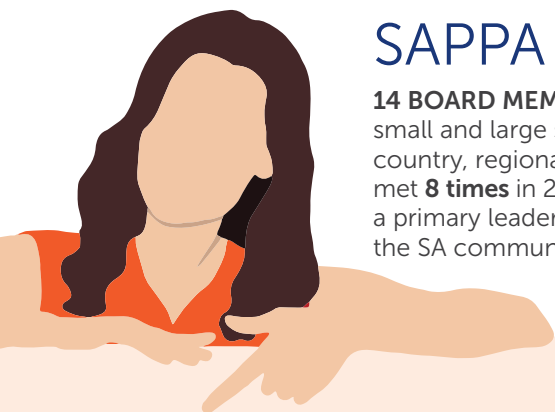
SAPPA
South Australian
Primary Principals Association Inc

Support, advocacy, and promotion of primary education for primary leaders in public primary schools

PRESIDENT: Angela Falkenberg

525

SAPPA MEMBERS



SAPPA Board

14 BOARD MEMBERS representing small and large schools across country, regional and metro areas met **8 times** in 2022 – they provided a primary leader perspective across the SA community.

Media



30 PRINT, RADIO AND TV MEDIA REPRESENTATIONS

Topics included coping with COVID, flexible school hours, ITE review, principal wellbeing, staffing shortages, NAPLAN, vaccinations, NAPLAN outage, vaccination hubs, mask rules, state budget implications, vaping, online games, vulnerable children, literacy improvement, Autism Lead Teacher role, student truancy.

ACHIEVEMENTS SNAPSHOT

- Resources curated for SAPPA members with BeYou.
- Hosted 20 NSW leaders – 8 schools visited, and a conference showcased SA leaders' great work.
- Differentiation workshop for leaders and teachers developed.
- Regular meetings with DfE:
 - External Relations giving a primary perspective and feedback on operations
 - Finance giving advice on the \$100 refund, grants and accelerated funding timelines to assist school planning.
- Facilitated the national primary perspective on the contemporary primary principal role.
- SA's primary perspective shared with ACARA.
- A strong voice in the:
 - attendance reforms
 - review of the primary school planning standard
 - new mobile phone policy.
- A judge for the Parents in Education grants and the Public Education Awards.
- Advocated for:
 - equity in process and policy decisions at a state and national level – primary grief education.
- Met and connected community philanthropists with schools and projects.
- Promoted:
 - the Archi Ed initiative in schools
 - current thinking and research about teaching and learning.
- Feedback on the Leadership Capability Framework.
- Input into the Quality Preschool paper.
- Active in Inclusive Education addressing IESP and student wellbeing challenges and capacity building of SSOs.
- System support ideas for student wellbeing leaders, leaders managing media storms, department communications on key issues and the Orbis Middle Leadership program.
- Advised on assessments of young children in the health system and how to complement the work of preschools and schools.
- Research priorities for early childhood development identified with UWA and Telethon Institute.



Financial position



SAPPA made an operational **PROFIT OF \$94,632** to reinvest in primary leaders' support and advocacy and public education promotions.



SAPPA COLLABORATIONS

Impact amplified through collaboration with:

- Heads of leader associations (principal classification review)
- Preschool Directors Association (mid-year intake)
- Federal and state cross-sectoral principal associations (primary funding, workload reduction, positive education, student wellbeing, National Teacher Workforce Shortage Action Plan, National School Reform Agreement, Quality Initial Teacher program review recommendations). APPA produced a paper *Lessons from COVID-19 for Australian Schools: key points for the Australian Primary Principals Association to frame thinking and responses*
- NZ Principals' Federation (impact of COVID)
- Leading Educators Across the Planet (LEAP) (collaborative professional rejuvenation)
- SA Secondary Principals Association (dialogic resource)
- UniSA's Visiting Research Fellowship (engaged world leading thinkers, eg Prof Gert Biesta)
- Student Support Services developing 'The work of schools' induction information for new staff.



SAPPA PODCAST LAUNCHED

10 EPISODES AIRED

Thanks to host Adam Wilson and the other SAPPA members who contributed.

Life membership awarded to **Cathy Bornholm.**

SUPPORT FOR LEADER WELLBEING

- **40 LEADER WELLBEING IDEAS** shared.
- Principal Chaplain program supported over **40 COUNTRY SITE LEADERS**.
- Promoted **PRIMARY PRINCIPALS' DAY** acknowledging the significant contribution of primary leaders.
- Bespoke **STRATEGIES DEVELOPED** for individual members and their site context on culture building, positive relationships, and productive teams.



Member advocacy and support

SAPPA advised on issues such as placements, pupil free days, OSHC, harassment, professional learning, career planning, facilities, personal wellbeing, COVID, student teacher placements, HR processes, tricky staff, investigations, department communications, WHS, line management support, agile responses to leader raised issues, EDSAS factsheets, support for First Nation staff, support in tough times, bullying and harassment, performance development, peer support, mid-year intake, IESP, asset services, vaccination policy, bus policy, TRT supplementation, teacher shortage, children in care, re-appointment process, perspective survey, psychological safety and governing council operations.

- Met with **Federal Minister Jason Clare** and with **Senator Penny Almann-Payne** and **Sarah Game MLC**.
- Met with **Minister Blair Boyer MP** and regular meetings with **DfE CEs Rick Perse** and **Prof Martin Westwell**. SAPPA provided feedback, ideas and raised concerns on the wellbeing of staff and students as an improvement lever, trust in the profession, workforce shortage, equity, things to stop, pause or start to reduce leader workload, measures of principal effectiveness, access to the research behind decisions, complaint management, co-design and engaging the voice of the profession and primary facilities.

We reiterated our question, first posed in 2018: 'What if, before we asked leaders to do anything and before we sent anything out to leaders we considered: what impact might this have on a leader's wellbeing?' Will this add to work and therefore it comes with additional resources; will it reduce their work and therefore it's a great initiative, or will it be 'work neutral' and not address the issue of job demands exceeding job resources?



SAPPA professional learning benefited **1350+** participants

- **CAPACITY 2-DAY SAPPA CONFERENCE 'LEAD, BUILD, GROW'** saw impressive speakers such as Dr Helen Street, Dr Jim Watterston, Assoc Prof Mathew White and Tanya Hosch challenge and provoke our thinking about leadership that creates the conditions for staff and students to thrive.
- **SAPPA LEAP CONFERENCE** featuring Prof Pasi Sahlberg
- **SAPPA president provided 19 PROFESSIONAL LEARNING OPPORTUNITIES** to SAPPA members, Adelaide Uni Masters of Business Admin students, Finders Uni and Tabor College teaching students, Department for Education employees, parents of students with a disability, highly accomplished and lead teachers, interstate principals, community workers and student wellbeing leaders. Topics included *Being well to lead well*; *Lifting the profession*; *Differentiation: a key aspect in inclusion*; *The tensions in leader work*; *Having your leadership your ducks in a row*; and *Self-care is not selfish*.



SAPPA's voice is valued



Active contribution to the:

- National Respectful Relationships Reference Panel
- Indigenous Cultural Competency Project Group
- UniSA: Education Futures Advisory Board (Chairperson); Early Childhood Advisory Group
- Cross-sector Quality Improvement Group for Out of School Hours Care (OSHC) services
- Know Your Country Working Group
- Reconciliation SA Industry Networking Group
- DfE: Practice Guidance Reference Group; Support and Inclusion Reference Group; Financial Literacy Steering Committee; Attendance and Engagement Service Reform Reference Group
- Flinders University: Initial Teacher Education External Advisory Group; Vision Screening Project
- Public Education Wellbeing Summit Planning Committee
- AITSL: Stakeholder Engagement Group (Self Reflection Tool)
- Autism Education Advisory Group
- Mid-year Intake PDA and SAPPA Group
- Positive Schools Association, SA Chapter
- People and Culture Round Table meetings
- ACARA: National Peak Parents and Principals Forum
- Teach for Australia: Future Leaders Program Stakeholder Advisory Group
- Education Standards Board Schooling Committee
- Australian Government Primary Principals Association (Angela Falkenberg, Deputy President)
- Australian Primary Principals' Association Board (Angela Falkenberg).

PROUD ALLY OF THE NATIONAL ABORIGINAL AND TORRES STRAIT ISLANDER PRINCIPALS ASSOCIATION (NATSIPA).



SAPPA provided national conference sponsorship and is committed to reconciliation, effective addressing of racism and building teacher capacity.

Committees and working party

66 SAPPA MEMBERS active on 5 committees and an ICT working party.

