

SAPPA STRATEGIC PRIORITIES 2026 – 2027

PRIORITY 1 Joshua Anderson, Kel Bunfield, John Iannunzio

Strengthening Band B Leadership Roles and Sustainability

WHY THIS MATTERS

Band B leaders play a critical role in primary schools, yet many report unclear role expectations, increasing workload and limited sustainability. Without clarity and support, these vital leadership positions become unsustainable.

SAPPA'S ROLE

SAPPA will represent the professional perspectives of Band B leaders and advocate for clearer role design and sustainable system settings. Where matters intersect with industrial settings, SAPPA works alongside the Department, the Minister and the AEU to ensure Band B leadership perspectives are understood.

WHAT SAPPA WILL DO

- Consult with Band B leaders to understand role pressures and sustainability risks
- Develop clear, evidence-informed position statements
- Advocate with system decision-makers on role clarity and leadership sustainability
- Support professional connection and leadership confidence among Band B leaders

PRIORITY 2 Gail Evans, Julie Raggett, Julie Murphy, Ngari Boehm

Influencing System Reform Where It Most Affects Primary Schools

WHY THIS MATTERS

Major system reforms often land most heavily in primary schools, regardless of where they are designed. Primary school perspectives must be visible and credible in policy development to ensure reforms work in practice.

SAPPA'S ROLE

SAPPA will ensure primary school perspectives are visible and credible in policy development and reform, engaging members to inform positions and developing Board-endorsed statements for constructive advocacy.

FOCUS AREAS

- Inclusive education and support settings
- Early childhood and preschool reform
- Constructive engagement with system leaders and clear communication to members

PRIORITY 3 Luke Kenny, Kristian Mundy, David Pitt, Tyson Grinham

Advocating for Realistic Resourcing, Workload and Leadership Density

WHY THIS MATTERS

Primary leaders are carrying increasing workload without consistent access to administrative and leadership support. System settings must better align expectations, resourcing and leadership capacity.

SAPPA'S ROLE

SAPPA will advocate for system settings that better align expectations, resourcing and leadership capacity in primary schools, using evidence and member voice to highlight pressures.

WHAT SAPPA WILL DO

- Use evidence and member voice to highlight workload pressures
- Advocate for leadership density and administrative support
- Engage in system conversations on resourcing and workforce design

PRIORITY 4 Briony Ackland, Iain Elliott, Rachel McLennan

Strengthening Connection, Wellbeing and Leadership Capability

WHY THIS MATTERS

Leadership sustainability depends on connection, confidence and capability, at all career stages. Professional support and networks are essential.

SAPPA'S ROLE

SAPPA will provide differentiated connection and professional support that complements system provision.

WHAT SAPPA WILL DO

- Strengthen regional and metro leadership networks
- Enhance opportunities for peer connection and mentoring
- Maintain a visible focus on leader wellbeing
- Contribute to leadership capability conversations

SAPPA is not a bargaining agent and does not negotiate pay or conditions

Where matters intersect with industrial settings, SAPPA works alongside the Department, the Minister, other associations and the AEU to ensure leadership perspectives are understood