Term 4 2023 Branch Meeting

PRESIDENT'S REPORT

Friday 27th October – St Paul's Grammar School

The recently announced pay increase for DET and CEO teachers has caused much discussion across the education sector, no doubt in each of our schools. As I have reflected on the various challenges and opportunities associated with this announcement, I must admit to having mixed emotions. On the surface, it presents a significant challenge for each of our schools and the parents who have made the deliberate commitment and sacrifice to have their child educated in an independent school. This brings with it a significant burden of responsibility for the governing bodies and the leadership teams of our schools to ensure education in our school remains affordable and inclusive. I know this has weighed heavily on many across the IPSHA network in recent weeks and months.

On the other hand, I believe the decision to increase salaries across the sector can, and should be seen as an appropriate acknowledgement of the work done by all teachers. I recently caught up with a colleague from my university days and we were reflecting on the changing nature of our roles over the last couple of decades. The work of educators in 2023 is far more complex and challenging than it was when I graduated. Whilst our core business hasn't changed – educating young people – the surrounding environment and the nature of the role has. As such, whilst it has brought significant challenges, the pay increase also goes some way to recognising the significant work done by educators and hopefully makes it a more attractive career for teachers of the future.

2022-2024 Biennium

Across this biennium the IPSHA NSW Branch Executive have been committed to the following goals:

- Provide **opportunities** for IPSHA members, teachers, and students to grow, collaborate together, and to celebrate the joy and uniqueness of primary education.
- Build **connections** between IPSHA members, and beyond the NSW State Branch, to provide the support, inspiration and collegiality required to thrive in their roles and to influence the wider educational landscape.
- Be **innovative** in the way we think about creating **opportunities** and facilitating **connections**.

Whilst the biennium doesn't conclude until the Term 1 meeting next year, we are adopting a new tradition of acknowledging the Executive for their contribution at our Term 4 Meeting

PRESIDENT | Mr Chris Wyatt
Trinity Grammar School - Strathfield, 125 The Boulevarde, Strathfield NSW 2135
T (02) 8732 4650 | E cwyatt@trinity.nsw.edu.au

EXECUTIVE ASSISTANT | Mrs Krystal Rochford
IPSHA Ltd (NSW Branch), PO Box 144, Thornlie WA 6988
M 0427 002 581 | E nswadmin@ipsha.org.au

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which will allow the handover to the new Executive to be a smoother process in Term 1. Much more will be said in person at the upcoming Branch Meeting, however, I want to take this opportunity to acknowledge the significant work, expertise and passion of each of the following members in leading the NSW Branch over the last couple of years towards the goals above. It has been a privilege to have had the opportunity to work closely with each of these educators and to have learnt from and with them along the journey.

- President Elect – Sue Floro
- Secretary – Mark Dunn
- Treasurer – Lucy Gregory
- Assistant Treasurer (Risk) – Andy Gregory
- Federal Matters – Martin Lubrano
- Social Action – Joe El-Khoury
- Professional Development – Peter McDonald
- Academic – Michele Benn
- Sport and CIS – Simon Bailey
- Teacher / Student Services – Ruth Adams

I also want to acknowledge the significant work and support of Krystal Rochford in her role as the NSW Branch Executive Assistant.

Connection, Innovation and Opportunity

The Term 3 Country Weekend in Tamworth was an incredible event that captured the true essence of IPSHA with opportunities to connect and relax, high quality professional learning and rich conversations taking place across the weekend. My sincere thanks to Claire Smith for her work in bringing this together to ensure we could experience a little of Tamworth and Calrossy Anglican School.

Nathan Wallis provided a provocative presentation that I know left lots of us inspired and challenged. The research he unpacked with us has found its way into a number of professional conversations I have had since. I particularly appreciate his absolute commitment to advocating for the needs and interests of our youngest students.

The Country Weekend also presented an opportunity to hear updates from each of the IPSHA Professional Learning Teams that have operated across this year. It was fantastic to hear the learning that has taken place as well as the professional relationships that have been established and deepened through this framework. If you missed these updates and are interested in finding out more, please contact the following people about their relevant PLT.

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- Collective Teacher Efficacy / Building Capacity (Joe El-Khoury)
- Continuous Reporting (Natanya Milner)
- Effective Differentiation (Helen Dempsey)
- Integrating First Nations' perspectives across the curriculum (Ainslee Breckenridge)

Opportunity

NSW Branch Executive and Executive Committee succession planning

As we draw towards the end of the current biennium, we embark on the process of appointing the Executive for the next biennium. Over the coming weeks we will officially begin this process through the nomination process and voting as necessary. I strongly encourage all members to consider nominating for a role on the Executive or as a Liaison Head for one of our Umbrella Groups. I believe there is much to be gained through higher levels of involvement in IPSHA as well as the opportunity to serve.

IPSHA Federal update

As previously communicated at a Federal level, Kate Cox has finished up as the Federal Executive Assistant. On behalf of the NSW Branch I want to acknowledge the significant support received from Kate throughout her time in this role.

Simone **Larwood, a former IPSHA employee, has been appointed to work in a part time capacity for IPSHA as the State Branches and Federal Finance Assistant.**

All finance assistance, questions and queries can be directed to Simone **through** finance@ipsha.org.au

During Term 4, Paul Clegg will support the Federal Board by providing admin Support and to State Branches upon request (with exception of NSW and WA who have their own localised support).

The Board is currently undertaking a HR review to determine long term HR needs for IPSHA.

Branch Meetings

Term 4 – Friday 27th October – St Paul's Grammar School – Branch Meeting and End of Year Lunch

Professional Learning

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Term 4 brings us to the end of an outstanding year of professional learning. At the upcoming meeting we will be joined by Stephen Scott who will share his work about the 15 Disciplines of Leadership. The session will also emphasise the importance of vision and strategy, as well as the ability to execute on strategy in a way that aligns with core values and principles.

Opportunity

Student Opportunities

Term 3 was a big term for student opportunities!

One of the major highlights from last term was the **Performing Arts Festival** that brought students, staff and families from nearly twenty schools together over three nights (21-23 August) at the Sydney Town Hall to celebrate the musical gifts and talents of students from the respective schools. From all reports, each of the performances were spectacular! My sincere thanks go to Margaret Mead, the PAF Convener, Krystal Rochford and all of the staff involved in bringing these performances together.

The IPSHA Athletics Carnival held on Wednesday 30th August at Sydney Olympic Park Athletic Centre. This is always a massive event and requires significant organisation and leadership. My thanks to John and Belinda McFadden for their leadership of this event! It is through their work that our students have the chance to compete on the big stage.

Another highlight was the NSW Social Action EXPO held at The King's Preparatory School. This event provides an opportunity to showcase and recognise the incredible impact that students from our IPSHA schools have made on social actions both locally, nationally and globally.

We are all very aware that events such as these require significant investment of time and energy behind the scenes to ensure the students are the focus and have the opportunity to shine.

Connection

Counselling Services / Employee Assistance Program – Relationships Australia

Research continues to identify mental health as being one of the most significant priorities areas for school leaders to be aware of and to be proactive in managing. It is difficult to support others if we are not at our best! Members in NSW are encouraged to access these services for support with:

- Workplace issues
- Relationship support
- Managing stress
- Personal issues

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To access the service, members can call Relationships Australia's EAP number on 1300 172 327 (1300 1RA EAP), let them know that you are an IPSHA member and wish to access EAP services. To view a list of locations, please visit their website at https://www.relationships.org.au/locations

The service is confidential, within the limits of the law. Relationships Australia NSW does not advise the names or details of members that make use of this service.

2023 IPSHA NSW Branch Meetings/Conferences

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