



16 December 2024

The Hon Jason Clare MP
Minister for Education

Dear Minister Clare.

Thank you for your engagement with Australia's school principals' representatives during your term as Education Minister, and for your efforts to act on the issues we have raised with you to date.

Following the recent National Principals' Reference Group (NPRG) meeting in Sydney on 22nd November 2024, we write to you formally, as per your suggestion, to request the formalisation of the NPRG and secure its future contribution to national education policy. The NPRG, established in June of this year, represents a crucial step in ensuring the wisdom and perspective of school leaders from all sectors—Public, Catholic, and Independent—supports the effective design and implementation of federal government policies.

We believe formalising the NPRG with a measure of permanency and bi-partisan support would significantly enhance its impact and ensure its continuation beyond individual government terms. This would provide a consistent, collaborative platform for school leaders to offer their expertise, informing policy development and implementation for the benefit of Australian students. Such an arrangement would be invaluable in building a strong and adaptable national education system.

In addition to formalising the NPRG, we respectfully request a financial commitment of \$1.2 million over three years, beginning with the 2025-26 budget. This funding would be divided equally between the two vital trial initiatives we co-designed as a cross-sectoral group and presented to you at our meeting in June: a national principals' professional supervision program (\$600,000) and a dedicated wellbeing and efficacy research fund (\$600,000). These initiatives are key levers, essential for supporting the wellbeing and effectiveness of school leaders facing increasing complexities and pressures. Federal leadership through investing in these programs will benefit principals directly and positively impact teachers, students, and the broader education community.

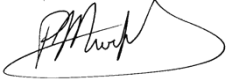
National Principals' Professional Supervision Program: This program will provide principals across all sectors with access to confidential, professional supervision, in a differentiated and culturally appropriate way. Modelled on successful programs for other high-stress professions, this initiative will offer a safe and supportive space for principals to discuss challenges, reflect on their practice, and develop strategies for enhanced wellbeing and professional efficacy. This investment will help address the increasing demands placed on school leaders and contribute to improved leadership and school outcomes.

Principal Wellbeing and Efficacy Research Fund: This dedicated research fund will support investigations into the factors affecting principal wellbeing and efficacy. The research will inform the development of evidence-based interventions, support programs, and policy recommendations to address the specific needs of school leaders. This initiative will build on existing research, such as the ACU Annual Principal's Occupational Health & Safety Study and the Monash University Emotional Labour of Principals Research, and enable new projects focused on areas like optimal school organisational design and workload reduction strategies. This investment in research is crucial for

ensuring that future policies and practices effectively support the wellbeing and effectiveness of school leaders.

We appreciate your ongoing commitment to engaging with school leaders and your recognition of their vital role in shaping the future of education in Australia. We look forward to advancing these proposals and working collaboratively towards the best outcomes for all students.

Sincerely



Pat Murphy
AGGPA



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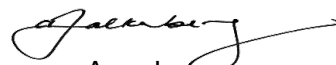
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