

**Barry Laing President of the ISEA**

At the ISEA's 2009 Annual General Meeting Barry Laing, School Development Officer, Northern Sydney Region, was declared President for 2009-2011.

Barry has been an educator in New South Wales and in other countries for 35 years, the past 18 of them with the DET. His career in schooling began at Liverpool Boys High as a science teacher in 1974 and progressed through a range of teaching and executive positions including at one stage, bursar. His work took him to an American school in the UK, a small independent school, a large catholic school, a large boarding school in Vanuatu where he became principal, then finally principal of Bourke High School. In 1994 he became a Director, Quality Assurance based at Armidale and in 1995, a Chief Education Officer (School Improvement) in Sydney. Since 2004 he has been a CEO in the Northern Sydney Region and is currently one of the School Development Officers there. He became an ISEA member in 1995 and has been on the State Council for some years, more recently as Treasurer.

Message from the New President

I thank the state council and members for your vote of confidence in electing me as President.

A previous presidential message from 2006 read in part:

Broadly, the ISEA exists to do four key things:

- 1) To look after the rights of members collectively and, where necessary, individually*
- 2) To contribute to the professional development of members and others affiliating with the ISEA*
- 3) To provide a voice in the education policy-making process for senior staff within the NSW Department of Education and Training*
- 4) To provide opportunities for professional and social interaction between members.*

...

With the salaries issue resolved for the immediate, the ISEA can now turn its attention to other parts of its charter. Our priorities are concerned with a just, consistent and transparent system of recruitment, selection, induction and career path progression into and beyond CEO roles. They are concerned too with positioning the ISEA as an important contributor to the educational debate, and with the professional development and collegiality of our members. We have much to do. [Norman McCulla, 5/06]

I couldn't see a better way of introducing my message, as our context has not appreciably changed. We have recently concluded the successful negotiation of a new award. We have significant numbers of non-CEO members who want collegial links through our organization. We still are a high-level professional voice in education in NSW. The ISEA Award for outstanding contribution to public education is established as recognition of unique, highly valued individuals in our field. The international professional links built through our study tours and scholarships support our members' broader learning.

Challenges which we face include

- Staying ahead of the game in the re-alignment of educational policy in Australia with 'wall-to-wall' governments of the same political colour.
- Understanding the changing nature of schooling and higher education as digital learning impacts on long-established practices and practitioners.

Working Together for Education

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- An ongoing professionalization of educational bureaucracies which manifests itself in tension between the education paradigm and the management paradigm. The ISEA sees this in the conversion of CEO positions into public service positions without the requirements of educational qualifications and experience
 - Finding ways to give extremely busy members workable links with other colleagues in education.
- No doubt members could nominate other challenges.

We need creative contributors to the ISEA's work on these challenges and I intend to be a catalyst to collaboration in making sure we lead debate rather than follow.

At the same time our human needs to feel connected, supported and intellectually stimulated will be a continuing focus of the organisation.

Please feel free to contact me or other state council members at any time. In addition, our never-tiring executive officer, Ron Ikin, remains the first port of call for many things, thank goodness!

Best wishes
Barry Laing, ISEA President

ISEA State Council for 2009-2011

The following are the members of the ISEA State Council. ISEA Members are invited to contact any State Council member for information or advice.

President: Barry Laing: Ph 9886 7013	Committee: Lorraine Rowles: Ph 9886 7751
Vice President: Kerrie Ikin, Ph 9208 7611	Graham Wood: Ph 9561 8678
Secretary: Brian Jarman, Ph 9941 3017	Brian Powyer: Ph 0401 181 170
Treasurer: Brian Davies, Ph 9561 8094	Rob Asser: Ph 9561 8196
Executive Officer: Ron Ikin Ph 9181 5879	Immediate Past-President; Juho Looweer

The New Award for CEOs and Performance Management [Members' input needed!]

As part of the implementation of the new award for Chief Education Officers, the Institute met with Departmental Officers to discuss performance management. Under the new award the previous performance management scheme is to be replaced with the performance management scheme applicable in the Department of Education and Training.

The basis for discussions is the *Performance Management and Development Scheme For Public Service and TAFE Administrative and Support Staff*. The scheme consists of the following elements:

- Procedures
- Processes including the Work Plan, feedback and reviews
- NSW Capability Framework
- Learning and Development Plan
- Career Plan.

The Institute indicated that the scheme needed to be relevant to the work of Chief Education Officers, that the *NSW Public Sector Capability Framework* was limited in capturing the work of CEOs, and, that the behavioural criteria were an issue if they only related to performance up to Clerk Grade 12 level. It was noted that the scheme is not designed to deal with unsatisfactory performance. Currently the framework does not specifically cover Senior Officers but is structured to link with their existing capabilities through the Leadership and Management capability stream.

The Institute suggested that Section 2.0 *Process for managing performance management and development* could be appropriate with adjustments, such as in relation to the capability framework and the performance standards. It was also felt that the performance management scheme for Senior Officers could inform a CEO document, with some relevant aspects of it being adapted and included. In relation to the capability framework, the Leadership and Management capability stream together with the professional knowledge element appear to be important but the framework serves only a support role.

		<p><i>A study-tour was conducted to the USA and Canada with 9 members of the ISEA visiting school systems, and universities in Chicago, Kalamazoo, East Lansing and Toronto. Resource materials from these visits have been made available on request to Directorates and Units within the DET.</i></p> <p><i>A professional dinner was conducted with Dr Karen Ames, Michigan State University as a guest speaker.</i></p> <p><i>The ISEA website continued to provide news and information to members and colleagues. The contribution of Brian Powyer in managing the website is greatly appreciated.</i></p> <p>Industrial Activity: <i>A new salaries and conditions award for 2009-2011 was negotiated. The Executive Officer reported that the process was long and expensive but gave proper recognition to the specialised and essential nature of the work of CEOs. Pay rises of 4.4% (2009), 3.8% (2010) and 3.8% (2011) and improvement to the payment of increments and professional development provision were negotiated with minimum changes to other conditions. Barry Laing, Brian Jarman and Juho Looveer all contributed to the success of the negotiations. The cooperation of the NSWTF, in the course of the negotiations, is hereby acknowledged.</i></p> <p>Leave Loading: <i>A discrepancy was discovered in the leave-loading paid to CEOs over the period 2004-2008. This discovery will lead to back payments of all eligible CEOs over that period.</i></p> <p>Service to Members: <i>ISEA support and services have been provided to members and families in the following circumstances:</i></p> <ul style="list-style-type: none"> • <i>Appeals against non-appointment to advertised positions.</i> • <i>Financial advice regarding retirement.</i> • <i>Representations over non-payment of anticipated salary increments.</i> • <i>Identification of advertisement errors as they applied to the temporary/permanent status of positions.</i> • <i>Initial legal support for a member.</i> • <i>Clarification of the provision of part-time positions for senior DET staff.</i> • <i>Representation for a member seeking recognition of service prior to returning to a school position.</i> • <i>Clarification of the permanent/temporary status of a member's position.</i> • <i>Representation for a member subject to a formally lodged grievance.</i> <p>Communication with Members: <i>Eight newsletters were produced during the year, including progress reports, notices and current events. The assistance of Vice President Kerrie Ikin in compiling the newsletters is acknowledged.</i></p> <p>Membership and Finances: <i>Membership has levelled out due to retirements and reclassifications. Efforts are needed to increase the ISEA membership.</i></p> <p><i>The investments of the ISEA were subject to the economic downturn, but remain solid and likely to improve as the</i></p>
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