

## **Robert Cordaiy Wins 2008 ISEA Award for Excellence**

*Robert Cordaiy, Manager, Analysis Assessment and Reporting Systems (Education Measurement & School Accountability Directorate) has been awarded the ISEA's 2008 Award for Excellence in the Administration of Public Education. Following on from the 2007 joint winners, Pam Ryan and Laurie Murphy, Robert received the unanimous endorsement of the selection panel for his and his team's outstanding work in developing and managing the School Measurement, Assessment and Reporting Toolkit (SMART).*

SMART has become a key resource for schools, regions and the system in the analysis and interpretation of results from state-wide and national testing programs. SMART is the only software that schools can access that specifically links test items to the NSW syllabuses and provides detailed teaching strategies for schools to use to support student-learning outcomes. A feature of SMART is its capacity to identify areas of underperformance and to identify appropriate teaching and learning strategies to address areas of need.

Robert Cordaiy has been responsible for the development, implementation & management of the SMART software since 1997 when he developed a prototype which was trialled in 50 schools using the Basic Skills Test results. In 1998 an additional trial was conducted & the software was rolled out to all NSW government schools in 1999.

In 2004 the English Language and Literacy Assessment & the Secondary Numeracy Assessment Programs were added to SMART & the H S C & School Certificate package & the Computer Skills Assessment were added in 2005. Further functions have been added each year since building on the growing ability of schools to analyse & use assessment results.

SMART is now recognised as a key corporate application and is currently under redevelopment as a web-enabled version using the Department of Education and Training's standard development environment. Phase one of the new SMART application will be available to schools in 2009 in time for the release of the 2009 NAPLAN results.

Robert will receive the Award at a ceremony to be held in February 2009 and will use the Award's \$5000 grant to visit other education authorities noted for their work in measurement, assessment and reporting of student learning outcomes

*Robert Cordaiy, Manager, Analysis Assessment and Reporting Systems (Education Measurement & School Accountability Directorate) winner of the 2008 ISEA Award for Excellence in the Administration of Public Education*



## **We Want Your Views**

As an eventful year draws to a close we ask members to take a few minutes to reflect on the information, support and services the ISEA has provided during 2008 and let us know:

- *What did you gain from ISEA membership in 2008?*
- *What would you like more of from the ISEA in 2009?*
- *What priorities do you believe the ISEA should address in 2009?*

Replies to Barry Laing c/o [barry.laing@det.nsw.edu.au](mailto:barry.laing@det.nsw.edu.au) or phone Barry on 0411 100 828 to discuss.

***Working Together for Education***

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## Chief Education Officers Salaries and Conditions Award: Progress Report

*There have been some encouraging developments in negotiations over a new Salaries and Conditions Award for Chief Education Officers firstly with the DET guaranteeing that CEOs will receive the same interim salary increase as offered to teachers in schools and secondly productive discussions around a range of conditions.*

In correspondence from the Deputy Director-General, Workforce Management and Systems, Peter Riordan the ISEA has been assured that the DET will pay CEOs a interim salary increase of 2.5% from 1 January 2009 while continuing discussions around a longer term agreement.

Meanwhile the ISEA has filed an Award application in the Industrial Relations Commission seeking:

- Substantial salary increases for CEOs over the period 2009-2010;
- Provision of allowances to CEOs in specific, demanding circumstances;
- Revision of the process for determining the temporary or permanent status of positions;
- Revision of the policies related to the Return-to-School of CEOs;
- Acceptance of variations to the FlexTime arrangements for CEOs; and
- Adherence to the prescribed provisions of the CEOs' Performance Management Scheme

### Findings Reached in the EPAC Case

Members will recall that the NSW Teachers Federation and the ISEA opposed the decision by the DET to convert all teaching-service positions (including several CEO positions) in the Employee Performance and Conduct Unit (EPAC) to public-service positions thus eliminating any certainty that staff with teaching experience and educational qualifications would be employed in the Unit.

Currently EPAC has a balance of staff with teaching and investigative experience. It is the Federation's and ISEA's view that that this balance is desirable and should be maintained as it is felt essential to have a proportion of staff with school experience and educational qualifications given the nature of the work undertaken by the Unit and the credibility necessary for investigative teams entering schools.

The Teacher's Federation took the case to the IRC and sought to have the Commission reverse the DET's decision. Acting upon legal advice that the IRC may not have the authority to rule on the case, the ISEA withdrew preferring to take up the matter within the DET and to publicly support the Federation's stand.

Justice Conrad Staff, heard the case in the IRC and ruled that:

*...the Commission does not have the power, in light of s 47A(9) of the TS Act, to make the proposed award. In light of this conclusion, it is unnecessary to determine the proper approach to the construction to s 7 of the TS Act & the award making functions of the Commission, in particular, whether s 7 also operates so as to remove the jurisdiction of the Commission to make the proposed award.*

It is of note that with the Teachers Federation being the sole applicant, the case heard in the IRC did not make reference to Chief Education Officers and therefore Justice Staff's findings do not automatically apply to EPAC's CEO positions. It must be assumed however that the DET will proceed with the conversion of all Teaching Service positions as originally intended. That being so the ISEA will press the Director-General and, if need be, the Minister, to rule that the CEO positions remain in the Unit and thus guarantee certainty that the professional voice and leadership of experienced, qualified teachers will always be heard in investigations into the performance and conduct of teachers.

### Seasons Greetings from the President and State Council of the ISEA

The President and members of the State Council wish ISEA members and their families, friends and colleagues greetings for the Festive Season and a restful, safe and enjoyable New Year. As always in public education 2009 is sure to bring its achievements, challenges, surprises and joys. The State Council assures members of its best efforts to support them in every possible way throughout the New Year. With best wishes from:

**President:** Dr Juho Looveer, **Immediate Past-President:** Dr Norman McCulla

**Vice President:** Kerrie Ikin      **Secretary:** Brian Jarman,      **Treasurer:** Barry Laing

**Committee:** Dr Brian Davies, Rob Asser, Brian Powyer, Lorraine Rowles, Janice Farmer-Hailey and Peter Lorking

**Executive Officer:** Dr Ron Ikin

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