



# NSW INSTITUTE OF SENIOR EDUCATIONAL ADMINISTRATORS

Newsletter January 2005

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## Has the ISEA Got an Agenda For You in 2005?

The ISEA, having completed a demanding but successful 2004 is gearing up for an expanded agenda for 2005. With a growing membership and a more collaborative DET the opportunity exists for the growth of collegiality among senior officers.

After several years of restructure and uncertainty the time is ripe for the senior officers of the DET to focus on professional growth and a united promotion of Government schooling.

The ISEA State Council has therefore endorsed the following priorities for development and action in 2005:

- Expanded services and support for SES and Senior Officers in the DET.
- Conduct of a wider range of professional development activities for all senior officers in the DET including a study tour to the UK, Canada or the USA.
- Broader involvement of members across the State in policy making and activities of the ISEA.
- Closer working relationships with the DET to promote Government schooling.
- Successful completion of the Salaries and Conditions case for Chief Education Officers.
- Continuing growth of membership of the ISEA to achieve 90% of all DET senior officers.
- Representation of the ISEA on DET forums and selection panels.
- Review of Merit selection processes for senior officer positions within the DET.

All members and prospective members are invited to join in the growth and activities of the ISEA. There will be many opportunities to participate regardless of your location, interests or availability. To begin with you could attend the AGM on the 27 May 2005 either in person or by a teleconference link. (See notice of AGM on p3)

## December ISEA Dinner with Michael Fullan

Photos throughout this newsletter are of ISEA members and guests dining with Professor Michael Fullan of OISE. Professor Fullan is scheduled to work with the NSW DET during 2005.



*Professor Michael Fullan*



*Professor Patrick Duignan, Dr Alan Laughlin, Carol Carrigan (left to right)*

## **Salaries and Conditions Case for Chief Education Officers**

**CEOs will be aware that during 2004 the ISEA was able to negotiate a salary increase of 12% with the final instalment due to be paid on the 27 January 2005. This increase retains parity with all teachers in schools but of course is unacceptable to the ISEA given that school executives have received additional increases from 3% to 7.5%.**

The DET has not agreed to increase the rise paid to CEOs and to several other categories of staff including SEO1s and 2s, PEOs, TAFE Institute Managers and executives at Bradfield College, the Adult Migrant Services, the Saturday School of Community Languages, the National Art School, and the Department of Corrective Services.

The Director-General has indicated that the Treasurer is unwilling to endorse salary increases for any category of executive staff other than those in schools and that any further increases will have to be won in the Industrial Relations Commission.

The Teachers Federation is pursuing salary increases for most of these groups as a single case at the Industrial Relations Commission. The ISEA has chosen to pursue salary justice for CEOs as a separate case in the belief that the responsibilities, claims and traditional parities of CEOs are distinct and should not be confused with the case to be made for the other groups.

While there has been an offer of an additional 3% made to education staff in the Department of Corrective Services such an offer would be unacceptable to CEOs as it falls far short of restoring the relativities upon which the DET is organised and many CEOs have accepted their current positions.

## **Preparation and Schedule for Salaries' Case**

The ISEA, in preparation for the presentation of a strong case to the IRC has assembled a wide range of affidavits. These affidavits have been selected and developed to cover the key responsibilities carried by CEOs. The affidavits are being reviewed by the ISEA lawyers and collectively are sure to present an impressive case.

The affidavits are due to be presented to the DET for comment by the 14 February 2005. DET responses and ISEA counter-responses are

scheduled for the 14 March and the 4 April respectively. The hearing of evidence is likely to be scheduled for around April or May 2005.

As the ISEA filed its Salaries and Conditions Case in December 2003, that is before the Teachers' Case was concluded, any increases gained will date from January 2004.

The ISEA remains confident that salary increases, well in advance of the current 12%, can be achieved.

**A range of conditions that apply to CEOs, including right-of-return, leave provision, professional development, and performance management have been, and will continue to be, subject to a separate negotiation process though a Consultative Committee set up by the DET.**



*Jan Whyte and Norm McCulla*

## **Anyone Interested in Study Tours?**

The ISEA is willing to organise an educational leadership study tour for members and colleagues to educational institutions in Canada, USA or the UK should there be sufficient interest. With many key international educationalists available to assist through the ISEA's relationship with the Australian Principals Centre at Macquarie University, a range of highly credible and interesting locations and programs would be available.

**Among the possible destinations for an ISEA sponsored tour would be:-**

- The National College for School Leadership (NCSL) Nottingham, UK

- The Education Leadership Program, Lethbridge University, Alberta, Canada
- The Educational Leadership Faculty, Michigan State University, USA
- The Ontario Institute of Studies in Education (OISE) Toronto, Ontario, Canada.
- The Visiting International Faculty, Chapel Hill, North Carolina, USA

The most likely time for a study tour to any one of these destinations would be September/October 2005 for approximately 2 weeks.

The ISEA would make arrangements, and would seek DET endorsement of the time, location and focus of the tour. Such tours are tax deductible when clearly connected to the work of the tourist.

**Expressions of interest in taking part in an ISEA Study Tour should be sent to the Executive Officer by the end of February, indicating preferences for the destinations above.**



*Phil Lambert and Brian Powyer*

## **Annual General Meeting and Election of ISEA Officer Bearers**

The ISEA's AGM will be held on Friday the 27 May at the NSW Leagues Club, Phillip St, Sydney.

As the two-year term appointment of current office bearers will have expired by that date, nominations will be called and elections held to fill all executive positions. The positions to be filled will be:

- President
- Immediate Past President

- Vice President
- Secretary
- Treasurer
- State Council Members (3 positions)

**In addition the State Council will co-opt a representative member from each of the country regions to assist in policy making and communication to members and colleagues.**

All members are encouraged to consider nominating for one or other of the State Council positions or as the ISEA representative in a country region. Nomination forms will be distributed in the near future.

Participation in these positions allows members to contribute leadership to policy development and implementation by the ISEA as well as working with the DET in the interests of members and Government schooling in this State.



*Annette Whiley, Steve Galbraith, Gail Schwedler, and David Ashford*

## **School Education Director Selection Enquiries Clarified**

As the result of several enquiries from members, and allied organisations, the ISEA sought clarification from the DET of a range of alleged procedural anomalies in the recent round of selections of School Education Directors.

The ISEA State Council is able to report that the General Manager, Human Resources and the DET Auditor have investigated the matters and are satisfied with the procedures adopted and no further action is anticipated.

The ISEA State Council has noted the DET's findings and will remain vigilant in regards reported selection and procedural anomalies.



*Newly appointed D-DG Trevor Fletcher applauds as Michael Fullan receives a presentation from Brian Powyer on behalf of the ISEA.*

## Several ISEA Membership Options Available to Present and Past DET Staff

**DET Staff interested in joining the ISEA have a range of membership options open to them. They include the following:**

### **Full Membership.**

Open to all DET staff who hold or have held positions of CEO or higher levels. This includes SES, Senior Officer or CEO staff who are currently employed by the DET.

The ISEA currently has members from all of these categories who enjoy all ISEA communication, professional, personal and industrial support as well as discounted access to professional development programs, private medical insurance, and financial and legal advice.

Current Full Membership Fee is \$270 per annum of approximately \$10.40 per fortnight salary deduction.

### **Associate Membership**

Open to staff, currently employed in the DET, who have previously held positions of CEO or above levels.

The ISEA currently has members from these categories including principals of schools who have continued their membership of the ISEA in order to stay in touch with former and current colleagues.

Such membership offers all ISEA communication and access to private health insurance, professional development programs and financial and legal services. Associate Membership is \$50 per annum.

### **Retired Membership**

Open to all retired ex-staff members of the DET (or DSE), who held during their careers positions of CEO equivalent or above levels.

The ISEA currently has members from this category who receive all ISEA communication and enjoy access to private health insurance as well as financial and legal assistance. Retired Membership is currently available at \$30 per annum.

**All categories of ISEA Membership are tax deductible**

**A Membership and Salary deduction form is enclosed for your attention**



*Carol Carrigan and Professor Michael Fullan*

## Consultation Completed Over Regional Re-arrangements

The ISEA has completed a series of meetings with the DET over the re-arrangement of CEO and School Education Director positions in regions.

A priority order for placement of displaced officers was agreed and the permanent status of future CEO positions in regions established.

