



INSTITUTE OF SENIOR EDUCATIONAL ADMINISTRATORS

NEWSLETTER JUNE 2008

In this Edition:

- *AGM Explores New Ground for Members*
- *President's Report 2007-2008*
- *Executive Officer's Report 2007-2008*
- *Availability of Auditor's Report*
- *Second Year for ISEA Award for Excellence in the Administration of Public Education*
- *EPAC Case Continues in the IRC*
- *Salaries and Conditions Award: Members' Views Sought*
- *Retiring Members*

AGM Explores New Ground for Members:

The ISEA 2008 Annual General Meeting authorised the State Council to explore three new areas of activity.

The first was for the Council to investigate the possibility of establishing a wider range of membership options than currently exists. It was considered that because members came from various categories of staff in the DET and from across the State they had varying professional and industrial needs and ability to access ISEA activities and services. The current membership categories of "Full membership", "Associate membership", and "Retired membership" do not always reflect the range of needs and access members have.

The second motion authorised the Council to explore avenues of cooperation between the ISEA and the Association of Retired Inspectors of Schools and Senior Education Administrators (ARISSEA). Former Secretary of the ISEA and current President of ARISSEA attended the AGM and said his organisation was comprised almost exclusively of former ISEA members who maintained a lively interest in public education. The 2 organisations shared common aims and objectives and often offered similar activities and support to members. Combined, the 2 organisations represent a formidable array of experience, knowledge and contacts across the field of public education.

Responding to a suggestion that arose from a regional meeting, the AGM unanimously supported a proposal to investigate the possibility of providing access for all ISEA members to an individualised information technology training program. It was believed that members had a wide range of competencies in the use of IT and would welcome access to individualised training geared to improving these competencies and bringing them in line with the responsibilities and duties members carried in their particular positions. For various reasons not all members had access to the IT training they needed and the ISEA may be able to work with the DET to fill the void.

Members, who were unable to attend the AGM, are invited to express their views on all or any one of the matters referred to above. Suggestions as to the best ways of implementing an individualised IT training program for members would be especially appreciated and could be sent to the Executive Officer on ron.ikin@bigpond.com

ISEA President's Report:

Following is the full text of the Report given by ISEA President, Dr Juho Loopeer, to the 2008 AGM

Colleagues and Friends,

2007-8 has been another exciting year, which has seen much happen. Other reports to this meeting will cover the activities of the past year and outline our situation. These assist us to reflect on the past year, what we have achieved and how we have fared.

Overall I feel that we can be proud of much that we have achieved for a small organisation.

We have continued our role in providing professional support to members. This has also been identified as a reason for many senior officers who are not CEOs becoming members of the ISEA. The DET no longer has a central coordinating unit for the many CEOs in regions, nor for other CEOs; hence there is no developed plan for coordination of their work nor their professional development. This need for professional support will increase over coming years as the Department appears to offer little for its senior officers, and we will need to plan how best to deliver such, so that we are effective but do not over-tax our resources.

One major achievement in the past year has been the establishment of the ISEA Award for Excellence in the Administration of Public Education. Many thanks to Brian Powyer for initiating this, and to the many who supported this; in particular Rob Asser and team for the ceremony. This clearly demonstrated what the Institute is about – supporting senior officers from the Department, and not just CEOs, for their efforts in administration of schools and education. The professional side of the ISEA will continue to enhance our reputation and foster support.

Whilst we praise our members and their work, we need to not shy away from promoting our own achievements; examples are the Study Tours, breakfast sessions and other meetings with educational leaders from Australia as well as overseas. We also need to ensure that the Department, its Director-General and most senior officers, as well as the media, are aware of our efforts in supporting senior educational administrator.

The other major aspect of the ISEA is the industrial role that we fulfil. Unfortunately this often places us in situations of conflict with the Department. It would be better for all if we could work cooperatively with the DET on many issues; however, many senior DET staff seem to ignore agreements and rules in various situations. Legal resolution for issues can be expensive and huge consumers of time.

We need to consider more effective ways of achieving our goals in this area. If we can, we also need to increase our cooperation and interaction with the Department, so that we can foster a positive relationship and better achieve our goals.

We continue to support our members as much as possible, in industrial and work-related issues. We assist as advocates in meetings, as well as seeking legal and other advice to support them; this has helped many members in situations which could lead to major issues with their mental or physical well-being. There is also support for members on personal issues, much of which is confidential, as it needs to be; consequently it can be difficult to publicly thank the ISEA for its efforts. However, a huge "Thank You" needs to be expressed to Ron Ikin; Ron's wisdom and experience has benefited all members in their times of need, and the moral support he provides has assisted them through their times of crisis or hardship.

State Council is a committed and hard-working group of people. We try to consider issues as they affect our members, but CEOs in DET are varied in their roles and duties. However, as a state-wide organisation, the State Council needs guidance from members on various issues. For example, we need to know what are the major concerns we should be considering in the negotiations for our next salaries award.

It is sometimes disappointing to receive little feedback from members on issues. This is probably due to the large workloads and responsibilities and commitment which characterise our members. However, we need much more input from our members in relation to the directions we take and issues to address. In an effort to address this, ideas have been sought; e.g. the last meeting of State Council was held at Bankstown, with local members invited to partake of the meeting.

I want to express my thanks to the Executive who have contributed during the year.

Our Executive Officer, Dr Ron Ikin, is tireless. Ron has been the heart of the Institute for many years now. He organises the study tours and sees them through. Ron takes on every issue that faces the Institute. He is our public face, and does not shirk from the difficult situations when we are faced with confrontation. He is committed to supporting education, and the members of the ISEA. Ron provides the strong foundation upon which the ISEA sits.

Vice-President Kerrie Ikin is tireless in her endeavours; Barry Laing and Brian Jarman put in great efforts and time; Brian Davies, Brian Powyer, Rob Asser and Norm McCulla – when you listen to discussion of an issue at State Council, the professionalism the depth of their commitment to education, it is obvious why these people have risen to the senior positions they have held within the Department, and they are a wonderful group with whom to work.

I thank each of them for their endeavours and their support in all ways.

An Annual General Meeting is a time to reflect on the past year; it is also a time to consider the future.

In today's Sydney Morning Herald, Federal Minister for Education Julia Gillard wrote that we need to change the current debates in education, in view of supporting the future. Similarly, the ISEA needs to consider its own future, and to explore different scenarios. With the DET's plans to review every CEO position as it becomes vacant, we can see the numbers of CEOs dwindling even further – we are not aware of plans the other way; i.e. to review Public Service positions.

Whilst industrially we look after certain members, we need to consider whom we serve, and how we can continue to support officers in the administration of public education. To this end, we have Notice of several Motions for later this meeting, to authorise State Council to move along this path. However – what else would we like to achieve? Apart from the regular things we do, what else would we like to get done?

When we meet again at next year's AGM, what would we like to be able to say that we have achieved? Let's set out some dreams or ideals, and then work out how to achieve them.

Dr Juho Looever
President, NSW Institute of Senior Educational Administrators
AGM 29 May 2008

WORKING TOGETHER FOR PUBLIC EDUCATION SINCE 1912

ISEA Executive Officer's Report:

Following is the full text of the Report given by ISEA Executive Officer, Dr Ron Ikin to the 2008 AGM

Colleagues,

The ISEA has completed a successful and active year with a wide range of activities on the professional, personnel and industrial fronts. Membership levels have been maintained, despite large numbers of retirements and reclassifications and the finances of the organisation continue to be healthy. Credit is due to the President and State Council for their leadership and diligence on behalf of members.

1.0 Professional Activities

The ISEA granted the inaugural Awards for Excellence in the Administration of Public Education to Ms Pam Ryan (School Education Officer in Orange) and Mr Laurie Murphy (School Development Officer in Tamworth). The Awards were presented by the Director-General at a well attended ceremony at the Bridge Street office of the DET. State Council members Rob Asser and Brian Powyer played major roles in the success of the inaugural Awards and the ceremony itself. Valued at \$3000 each the Awards will be used by the recipients to continue their award winning projects and to enhance their own professional development.

Professional dinners were held during the year featuring international speakers, including Ms Joanne Robinson, Director, Leadership Canada, an organisation based in Toronto, Canada, and charged with the responsibility of identifying and addressing educational leadership needs across the country. Ms Robinson explained the significant part professional associations play in the field of educational leadership development.

Professor Reynold Macpherson, recently the Chancellor of the Abu Dhabi University, United Arab Emirates, addressed an ISEA dinner and explored the politics of education in various parts of the world and the changing attitudes of governments to the role schools play, or should play, in the economies of the world. Professor Macpherson reflected on the declining voice of the profession in educational decision making in NSW.

The DET, in cooperation with the ISEA, conducted an Induction meeting for 12 newly appointed CEOs. The CEOs were addressed by senior staff of the DET who identified the varying connections and responsibilities CEOs have with the major functions the DET. The meeting was supplemented by a range of support materials and processes provided at the state and regional levels.

In cooperation with Chifley Financial Services an information session was held to provide members and colleagues with advice regarding changed superannuation legislation and retirement plans.

The ISEA Website continued to provide news and information to members and colleagues. The inclusion of media reports, provided by the Australian Council for Educational Leaders (ACEL), has been welcomed by members. The contribution of Brian Powyer in the management of the Website is hereby acknowledged.

Resource materials, provided to the ISEA by educational agencies, were made available to members and to appropriate directorates and units in the DET. It was encouraging to receive requests for these materials and create constructive networks in the process.

The professional activities listed above often doubled as social occasions with colleagues and friends able to renew acquaintances. A theatre evening was also held with members and friends attending the NIDA production of "Naked Samoans Go Home"

2.0 Industrial Activity

The ISEA, in cooperation with the NSW Teachers Federation, opposed in the IRC the DET's plan to convert all Education Teaching Service (including 6 CEO positions) to Public Service positions in the Employee Performance and Conduct Directorate (EPAC). The ISEA's stance was based on the view that it was essential to have some experienced and qualified teachers involved in the investigation of alleged conduct offences or under-performances by teachers. The ISEA did not oppose the retention of the present balance of ETS and PS staff believing it offered the necessary array of skills and understandings for the sensitive role played by EPAC. The case continues in the IRC with the ISEA having withdrawn because of technical legal difficulties in its case but continuing to fully support the Teachers Federation in this matter.

The case carries considerable significance for the future recognition of the importance of school experience and formal educational qualifications in informing the directions and decisions of the DET. For instance the ISEA has been notified of the DET's intention to reclassify a further 19 CEO positions.

With a Salaries and Conditions Award for CEOs for 2009-2011 due to be negotiated, the ISEA has begun preparations to ensure that proper recognition is given to the specialised and essential nature of the work of CEOs. Awards or schedules of payments and conditions for other categories of senior staff will also come up for Government consideration in the near future. The ISEA will support other organisations (the Teachers Federation and the Public Service Association) in their endeavours to protect and enhance the salaries and conditions of all "Out of School" staff.

3.0 Services to Members

ISEA services have been brought to the support of many ISEA members and their families over the year. Without disclosing confidentiality it can be reported that ISEA support and services have been provided in the following circumstances:

- *Appeals against non-appointment to advertised positions*
- *Financial advice regarding the predicted changes to superannuation legislation*
- *Representation over non-payment of anticipated salary increments.*
- *Identification of advertisement errors as they applied to the temporary/permanent status of positions*
- *Clarification of a members' access to the Teachers Federation Health Society.*
- *Legal advice for a member experiencing unwarranted harassment from a member of the public*
- *Clarification of the provision of part-time positions for senior DET staff.*
- *Representation for a member seeking recognition of service prior to returning to a school position.*
- *Clarification of the permanent/temporary status of a member's position.*
- *Representation and legal support for a member subject to a formally lodged grievance.*
- *Financial subsidies to attend professional development activities.*

Members are invited to access the ISEA's legal, professional, industrial, financial and personal support services at any time. ISEA members are also entitled to access the Teachers Federation Health fund as the ISEA is "officially" recognised by TFH as an affiliate for that purpose.

4.0 Membership and Finances

Membership has been maintained despite several retirements and reclassifications. Membership is the key to the finances of the ISEA even allowing for the good performance of the Institute's investments. The finances of the ISEA remain healthy with an increase recorded in the "bottom line" over the financial year of \$19,250.

5.0 Future Activity

The ISEA has several major items on its Agenda for 2008/9. These include:

- *The second year of the ISEA Award for Excellence in the Administration of Public Education.*
- *Access for all members to an individualised program of technology training.*
- *Enhanced representation for SES and Senior Officer members on personnel issues.*
- *An appropriate Salaries and Conditions Award for CEOs.*
- *Improved status and right of return conditions for all long-term temporary senior officers.*
- *An improved professional development program for all senior officers.*
- *An improved induction program for newly appointed CEOs.*
- *A Study Tour to the east coast of USA and Canada in October 2008.*
- *Wider ISEA representation on DET committees and forums.*

6.0 Appreciations

My appreciation to members and the ISEA's State Council for their cooperation and support during a demanding year. Gratitude is also expressed to the ACEL and ACES (Macquarie University) for their support of ISEA ventures during the year.

The continued active involvement of members will be necessary if the ISEA is to maintain and enhance its rightful position in the affairs of the DET.

Dr Ron Ikin
ISEA Executive Officer

Availability of Auditor's Report:

In compliance with the Industrial Relations Act 1991 s.512. (1) and (2) all ISEA members are entitled to receive, free of charge, a copy of the organisation's Auditor's Report which includes all relevant statement of accounts and certificates.

Copies of the Auditor's Report were distributed at the AGM. Those members who were unable to attend the AGM and who wish to receive a copy of the Report and invited to notify the Executive Officer on ron.ikin@bigpond.com or phone 02 9181 5897.

Second year for ISEA Award for Excellence in the Administration of Public Education:

Given the success of the ISEA's inaugural *Award for Excellence in the Administration of Public Education* in 2007, the State Council has decided to again offer the Award in 2008. Details will follow in the near future. Meanwhile members may consider nominating themselves, a fellow member, or teams of members, whose work may be worthy of the ISEA's Award. The successful application will attract funds to enhance the professional development of the recipient/s or to further the implementation the recipient's nominated project.

EPAC Case Continues in the Industrial Relations Commission:

Members will be aware that the ISEA, in cooperation with the NSW Teachers Federation, opposed in the IRC the DET's plan to convert all Education Teaching Service (including 6 CEO positions) to Public Service positions in the Employee Performance and Conduct Directorate (EPAC). The ISEA's stance was based on the view that it was essential to have some experienced and qualified teachers involved in the investigation of alleged conduct offences or under-performances by teachers.

The ISEA did not oppose the retention of the present balance of ETS and PS staff believing it offered the necessary array of skills and understandings for the sensitive role played by EPAC. The case continues in the IRC with the ISEA having withdrawn because of technical legal difficulties in its case but continuing to fully support the Teachers Federation in this matter.

The case carries considerable significance for the future recognition of the importance of school experience and formal educational qualifications in informing the directions and decisions of the DET. For instance the ISEA has been notified of the DET's intention to reclassify a further 19 CEO positions.

Salaries and Conditions Award for CEOs: Members Views Sought:

CEOs will be aware that the current Salaries and Conditions Award, that covers their employment expires at the end of 2008 and that a new Award needs to be negotiated with the DET for 2009-2011. The ISEA State Council has been active in assembling information and identifying issues that need to be addressed in a new Award. Of particular relevance have been the salaries awarded for teachers and other education officers in other states and territories and for other government agencies in NSW. In contrast the NSW Government has publicly stated that only 2.5% pa will be on offer for teachers in Government schools. Such an offer would see teachers drop behind the current annual rate of inflation and therefore lose real value in their salaries. A similar flow-on offer to other education officers is likely.

Members are invited to provide the State Council with its views on the likely offer to CEOs and what stance the ISEA could or should take. They are also invited to identify particular conditions where it is believed changes or enhancements are warranted.

Retiring Members:

The ISEA wishes to acknowledge the following members who have announced their retirement in recent months and wish them well for the future:

Cathy Burton, School Development Officer, Riverina Region
Chris Carroll, School Education Director, Illawarra and South Coast Region,
Barry Higgins, School Education Director, Western Sydney Region,
Robert Lewis, School Education Director, New England Region,
Laurie Murphy, School Development Officer, New England Region
Alan Pratt, School Development Officer, Western Sydney Region.

New Members Welcome:

New members are always welcome and eligible DET staff are invited to access membership information from ISEA's website: www.iseansw.org.au. and/or complete the membership application form on page 8 of this Newsletter.

WORKING TOGETHER FOR PUBLIC EDUCATION SINCE 1912

**Institute of Senior Educational Administrators of NSW
Membership & Salary Deduction**

Membership of the ISEA is available to Chief Education Officers (temporary and permanent), the Senior Executive Service and other employees of the NSW DET whose status is equivalent or senior to CEOs.

Membership is on an annual basis by direct payment of a yearly subscription or by salary deductions.

Annual fees are: Full Membership \$300; Associate Membership \$50; Retired Membership \$30.

MEMBERSHIP

Name _____ **Position** _____

Work Address _____ **Tel** _____ **Fax** _____

Mobile _____ **Email** _____

Home Address _____ **Tel** _____ **Fax** _____

Mobile _____ **Email** _____

Membership Status Existing member New member

Membership Full Associate Retired

Payment Type Annual direct payment Enclosed Cheque (a year's subscription from date of application) made payable to ISEA of NSW
or Salary deduction (See Below)

FOR SALARY DEDUCTION BOTH SECTIONS NEED TO BE COMPLETED

AUTHORITY FOR CONTRIBUTION TO BE DEDUCTED FROM SALARY

I am a member of the Institute of Senior Educational Administrators (ISEA) of NSW. The Institute has coverage of the award covering Chief Education Officers.

I hereby authorise the Department of Education and Training (Corporate Employee Services) to deduct from my salary, payable in respect to my employment with DET, the sum of \$11.54 from each fortnightly salary and remit said amount to the ISEA of NSW.

Surname: _____ **Given Name:** _____ **Serial Number** _____

Home Address: _____ **Postcode:** _____ **Phone (H)** _____

Position _____ **Office Location** _____ **Phone (W)** _____

Signature: _____ **Date:** _____

**Return to: The Executive Officer, ISEA of NSW, 3/74 Wrights Rd, Drummoyne 2047 or
Fax: 9181 5879 or Email ron.ikin@bigpond.com**

3/74 WRIGHTS ROAD DRUMMOYNE NSW 2047 • P – 02 9181 5879 • F – 02 9181 5879 • E – www.iseansw.org.au