



NSW INSTITUTE OF SENIOR EDUCATIONAL ADMINISTRATORS

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NEWSLETTER MAY 2007

ISEA Elects New State Council

ISEA members have elected a new State Council to serve over the period June 2007 to May 2009.

A State Government appointed Returning Officer has declared the following elected:

President: Dr Juho Looveer

Immediate Past-President: Dr Norman McCulla

Vice-President: Ms Kerrie Ikin

Secretary: Mr Brian Jarman

Treasurer: Mr Barry Laing

Committee: Mr Rob Asser

Committee: Dr Brian Davies

Committee: Mr Brian Powyer

Executive Officer: Dr Ron Ikin

Profiles and contact details of State Council Members are included in this Newsletter

Strategic Thinking and Planning Workshops Prove Popular

Two workshops sponsored by the ISEA, in consultation with ACER-Macquarie, proved to be popular and valuable to ISEA members, principals and teachers.

Facilitated by Professor Brent Davies, Director of the Centre for Educational Leadership at the University of Hull, UK, participants at the Parramatta Leagues Club (23 April) and St Georges Leagues Club (24 April) were introduced to the principles and practices of strategic thinking and planning.



Professor Davies' presentation was based on a National College for School Leadership, UK (NCSL) 2005 research project that focused on how schools can build on good short-term school development (improvement) planning and address both the issues of sustainability and of longer-term capability or capacity building. The project took its theme from one of the leadership propositions of the National College of School Leadership, that, "School Leadership must be futures orientated and strategically driven".

Professor Davies' "Guidelines for school leaders; Success and sustainability; Developing a strategically focussed school," were published by the NCSL in 2005 and distributed to schools throughout the UK.

Printed copies of Professor Davies' PowerPoint presentation are available to members and other interested readers from the ISEA's Executive Officer on 9181 5879 or 0418 669 501 or ron.ikin@bigpond.com



Professional Dinner Meeting with Brent Davies

The ISEA, in conjunction with the Australian Centre for Educational Studies (ACES) at Macquarie University, conducted a professional dinner at the Macquarie Staff Club on the evening of 23 April. The dinner featured Professor Brent Davies, Director of International Leadership at the University of Hull, UK who provided an informative and amusing account of his work and research into the field of strategic thinking and planning.



The dinner attracted a cross-section of ISEA members, ACES staff and Macquarie post-graduate education students. Those attending the dinner were welcomed by Professor Alan Rice, Dean of ACES and former DET senior staff member.

Induction Meeting for Newly Appointed Chief Education Officers

The ISEA was pleased to be involved in an induction meeting for around 19 newly appointed Chief Education Officers conducted through the Professional Learning and Leadership Development Directorate. Developed in association with the ISEA, the induction program is a key step in ensuring that Chief Education Officers have access to professional learning opportunities to underpin both performance development and career path progression.

The half-day session held on 2 March included sessions led by Ann McIntyre, Director of Professional Learning and Leadership Development. Ann provided an overview of the scope of ongoing support envisaged for CEOs both statewide and in each CEO's respective workplaces. Print and electronic materials prepared by staff of the directorate supported the presentation.

Bev Charlton from the Industrial Relations Directorate discussed the 2006 CEO Award with participants in which Clause 8 relating to professional and career development, and Clause 11, performance management are of particular interest to the ISEA.

Experience has shown how many highly experienced and qualified teachers appear to confront a "glass ceiling" in the CEO role with some dropping tens of thousands of dollars in salary after satisfactory performance over a number of years. Clearly this is not good enough either from the perspective of an organization allegedly centered on quality teaching or from the perspective of staff welfare. Here's hoping that professional development programs such as the induction program will contribute to satisfactory work and career path progression for CEOs in the Department.



Picture (L-R)

Bev Charlton, (Industrial Relations), Dr Norman McCulla (ISEA President), Ann McIntyre (Director, Professional Learning and Leadership Development), Lorraine Rowles (Chief Education Officer), Kerry Long (Chief Education Officer), Dr Juho Looveer (ISEA Executive)

ISEA Services in Demand

In recent months ISEA services have been brought to the support of several ISEA members and their families. Without disclosing confidentiality it can be reported that ISEA support and services have been provided in the following circumstances:

- a) Appeals against non-appointment to advertised positions
- b) Financial advice regarding the predicted changes to superannuation legislation
- c) Representation over non-payment of anticipated salary increments.
- d) Identification of advertisement errors as they applied to the temporary/permanent status of positions
- e) Clarification of a members' access to the Teachers Federation Health Society.
- f) Legal advice for a member experiencing unwarranted harassment from a member of the public
- g) Clarification of the provision of part-time positions for senior DET staff.
- h) Representation for a member seeking recognition of service prior to returning to a school position.
- i) Materials distributed to members seeking information arising from ISEA study-tours and professional development workshops.
- j) Clarification of the permanent/temporary status of a member's position.
- k) Representation where a member has been subject to a formally lodged grievance.
- l) 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 to the Teachers Federation Health fund as the ISEA is "officially" recognised by TFH as an affiliate for that purpose.

Meeting with New Director-General

The ISEA has been invited by the new Director-General, Mr Michael Coutts-Trotter to meet with him to discuss matters of mutual interest and the ISEA State Council has agreed to accept this invitation.

Members will be aware that the ISEA publicly raised concerns about Mr Coutts-Trotter's appointment specifically on the grounds that the position was not advertised and therefore the market had not been explored to seek the best available person to fill this very important position in public education. Further that Mr Coutts-Trotter did not appear to have the experience of school/TAFE education nor the formal qualifications in the study of education and educational leadership to adequately undertake this highly complex and demanding position.

It must be stressed that the ISEA had, long before the placement of Mr Coutts-Trotter, publicly stated its opposition to the appointment of staff inexperienced in school/TAFE education and lacking in formal education qualifications, when clearly such criteria were called for. It certainly has in the past called for the world-wide advertisement of the Director-General's position believing that a highly credible educator was needed to lead the DET in these demanding times.

Despite that, the ISEA acknowledges the government's legal right to place a director-general of its choosing and it also recognises the position of Director-General, regardless of the person in the position. Thus the ISEA will work with Mr Coutts-Trotter in the interests of public education in this state, just as it has with all of his predecessors since 1912.

In preparation for the meeting with the D-G members are invited to complete the survey which will follow this Newsletter so that the ISEA representatives can be informed of members' views on key issues.

For the Record, Long Standing ISEA Issues

Listed below are the issues taken up by the ISEA with the DET in recent months and in some cases years, with varying degrees of success. Members may wish to consider these issues when completing their survey returns:

- 1) The necessity for extensive school experience and formal education qualifications for most, but not all, senior DET positions.
- 2) The retention and extension of the numbers of positions designated as "Chief Education Officer".
- 3) The discontinuation of the DET practice of re-establishing CEO positions as Senior Officer positions.
- 4) A more consistent assignment of the status of "permanent" or "temporary" to CEO positions.
- 5) A revision of the procedures that apply to "Return to School" for temporary senior officers.
- 6) A review of the entire "Merit selection" process as it applies to all senior positions
- 7) A far better provision of professional development opportunities for senior officers, including endorsement of ISEA study-tours.
- 8) ISEA representation on selection panels for senior positions and on an advisory panel to determine the temporary/permanent status of CEO positions.
- 9) More regular consultation by the DET, including the D-G's office, with the ISEA.

Annual General Meeting

**Thursday 24 May 2007, 5.00-6.00pm (Refreshments from 4.30)
Room 3.66 Level 3, 35 Bridge Street, Sydney**

- Welcome and Apologies
- Minutes of 2006 AGM
- Matters arising from 2006 AGM
- President's Report
- Executive Officer's Report
- Treasurer's and Auditor's Report
- Office Bearers (Election results announced)
- General Business including Notices of Motions

NB. Motions to be considered at the AGM to be forwarded to the Executive Officer by Fax 9181 5879 or email ron.ikin@bigpond.com by 22 May 2007

Professional Dinner

ISEA Members, family, friends and colleagues are invited to join the President and State Executive of the ISEA at a professional dinner to be held at the Neptune Palace restaurant (Cnr Pitt and Alfred Streets Sydney) at the conclusion of the AGM.

Please notify the Executive Officer of intentions to attend so that bookings can be made. A banquet for \$35 is available. Payment can be made on the night.

The ISEA Award for Excellence in the Administration of Public Education

The ISEA is to sponsor an annual Award to be known as the *ISEA Award for Excellence in the Administration of NSW Public Education*. Recipients of the Award will be selected from members of the ISEA in recognition of their outstanding contribution to the administration and conduct of public education in NSW.

The recipients of the Award, who may be individuals or teams, will receive an inscribed medallion and a payment of upwards of \$5000.00 to support them in undertaking a professional developmental activity of their choice or to extend the work that has won them the Award.

Full details of the Award, including selection criteria, selection panel membership and terms and conditions will be announced at the forthcoming ISEA Annual General Meeting (see notice in this Newsletter)

Know Your State Council Members

President: Dr Juho Looveer, *Manager, Data Collection, Planning and Innovation Directorate* Juho taught Mathematics and Computing for 20 years in government secondary schools before moving into State Office in 1994. In line with his doctorate in psychometrics, he oversaw all data and analysis for Assessment and Reporting, including data for Basic Skills, ELLA, SNAP, School Certificate and HSC. Following a year in a school in 2000, working with teachers across K–12, he has been managing data and data collections from schools and TAFE for the Department. Juho was Treasurer for the ISEA for 2005–6.

Contact: (W)9561 8192,(H) 9653 2871 Juho.Looveer@det.nsw.edu.au or Juho.Looveer@gmail.com

Immediate Past-President: Dr Norman McCulla: Norman completed a lengthy career in the Department in 2006. While in the Department he taught in primary, central and secondary schools in rural NSW, metropolitan Sydney and overseas. He has occupied a number of senior educational administrator roles in curriculum directorates and in the professional development directorates as a Chief Education Officer and, in 2004, as the A/Director of Professional Learning.

Contact: 0400 121 401 normanmc@iprimus.com.au

Vice-President: Ms Kerrie Ikin. Kerrie has taught in primary and secondary schools, as well as part-time teaching in TAFE and adult education. Since 1992 she has worked in regional offices across the state and a range of state office directorates, and since 1989 as a chief education officer, has held the positions of professional assistant to the Director-General, school improvement officer, manager of annual school reports and school reviews, regional consultancy coordinator, and is currently School Development Officer in Western Sydney Region.

Contact: 02 9208 9617 0411 134 423; email: kerrie.ikin@det.nsw.edu.au

Secretary: Mr Brian Jarman: Brian is a former Science and Maths teacher, secondary school executive, Science, Engineering and Education graduate, member of the ISEA Executive continuously since 1982. Chief Education Officer Properties, Assistant Director Metropolitan East Region and currently a School Development Officer. Has worked for the BOS and was seconded to the Commonwealth Government at a senior level to work on the first jointly funded national curriculum project.

Contact: 02 9941 7727 or 0411 204 810 or brian.jarman@det.nsw.edu.au

Treasurer: Mr Barry Laing. Barry is a *School Development Officer at Northern Sydney Region*. He was a science teacher, head teacher, bursar, and principal in successive placements in government and private schools in NSW, Scotland and Vanuatu. His other systemic roles were Director of Quality Assurance, School Improvement Officer and regional consultancy coordinator.

Contact: 02 9886 7013 or 0411 100 828; email barry.laing@education.nsw.gov.au

Committee: Mr Rob Asser, Manager, School Promotions. Rob originally trained as an architect at Newcastle University specialising in low energy domestic housing. He then had a ten year period teaching art in NSW country high schools before moving into the marketing area with CHOICE Magazine and the Australian Consumers' Association. In 1994 he became the *Department's Communication Manager* looking after corporate events and publications and in 2003 Rob developed the "Teach and Make a Difference" teacher recruitment campaign. Rob now works across NSW assisting the establishment and promotion of school learning communities and training schools to effectively communicate.

Contact: (W) 02 9561 8196 (M) 0412 047 484 [email: rob.asser@det.nsw.edu.au](mailto:rob.asser@det.nsw.edu.au)

Committee: Dr Brian Davies: Brian has worked in schools, district office and state office in the DET as well as at the Office of the Board of Studies. He is currently Manager of Research and Evaluation. He has been on the ISEA State Council since 2005.

Contact: 9561 8094 or 0422 856 919 brian.davies@det.nsw.edu.au

Committee: Mr Brian Powyer. Brian is a former teacher, principal, superintendent (rel) and assistant director in the NSW Department of Education and Training. He held senior executive positions in the NSW Primary Principals Association for over a decade and was Chair of the Australian Principal Association Professional Development Committee (NSW) before his appointment to Assistant Director Curriculum (Middle Years) in 2002. He was first elected to the ISEA Executive in 2005.

Contact: 0401181 170

Executive Officer: Dr Ron Ikin. Ron is a former teacher, principal, inspector, assistant regional-director and head of Professional Development for the Victorian Ministry of Education. He worked for the Commonwealth Schools Commission prior to his appointment as Manager, Educational Leadership in the DET in 1991. Ron is a Fulbright Scholar and a Fellow of the Australian College of Educators (FACE) and the Australian College of Educational Leaders (FACEL). He was appointed Executive Officer of the ISEA in 2002.

Contact: 9181 5879 or 0418 669 501 or ron.ikin@bigpond.com

Membership Open to SES, Senior Officers and Chief Education Officers

All DET staff members, who are currently employed in a position at or senior to CEO level, or have served in such a position are eligible to join the ISEA. Associate and Retired membership is also available.

The ISEA currently has members from all ranks and locations across the DET.

Access to financial, legal and industrial advice and private health insurance and professional development opportunities makes the ISEA an attractive organisation for all senior officers in the DET.

In this coming financial year the ISEA will make available an Award of upwards of \$5000 to recognize a member or members who make an outstanding contribution to the administration of public education. Another good reason to join the ISEA.

The prime objectives of the ISEA, since its inception in 1912, are to represent and support its members and to work with Department's Executive to support and promote Government schooling in NSW.

An important feature of the ISEA is the collegiality and networking opportunities it affords and the role it can play in providing considered advice to the senior administration of the DET. For instance, members' opinions on policy and procedural matters are gathered through surveys and questionnaires. Furthermore, personnel and industrial matters can be taken up on behalf of senior officers, regardless of their location, with the Director-General or other senior officers of the DET or, if necessary, with the Industrial Relations Commission of NSW.

The ISEA welcomes new members and a membership and salary deduction form follows on the next page of this Newsletter. Members can join on an annual basis by paying a one-off fee or by fortnightly salary deductions. Membership of the ISEA, of course, attracts a taxation deduction.

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

or Salary deduction (See Below)

Enclose Cheque (pro-rata after May) made payable to ISEA of NSW

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