Of Primary Importance

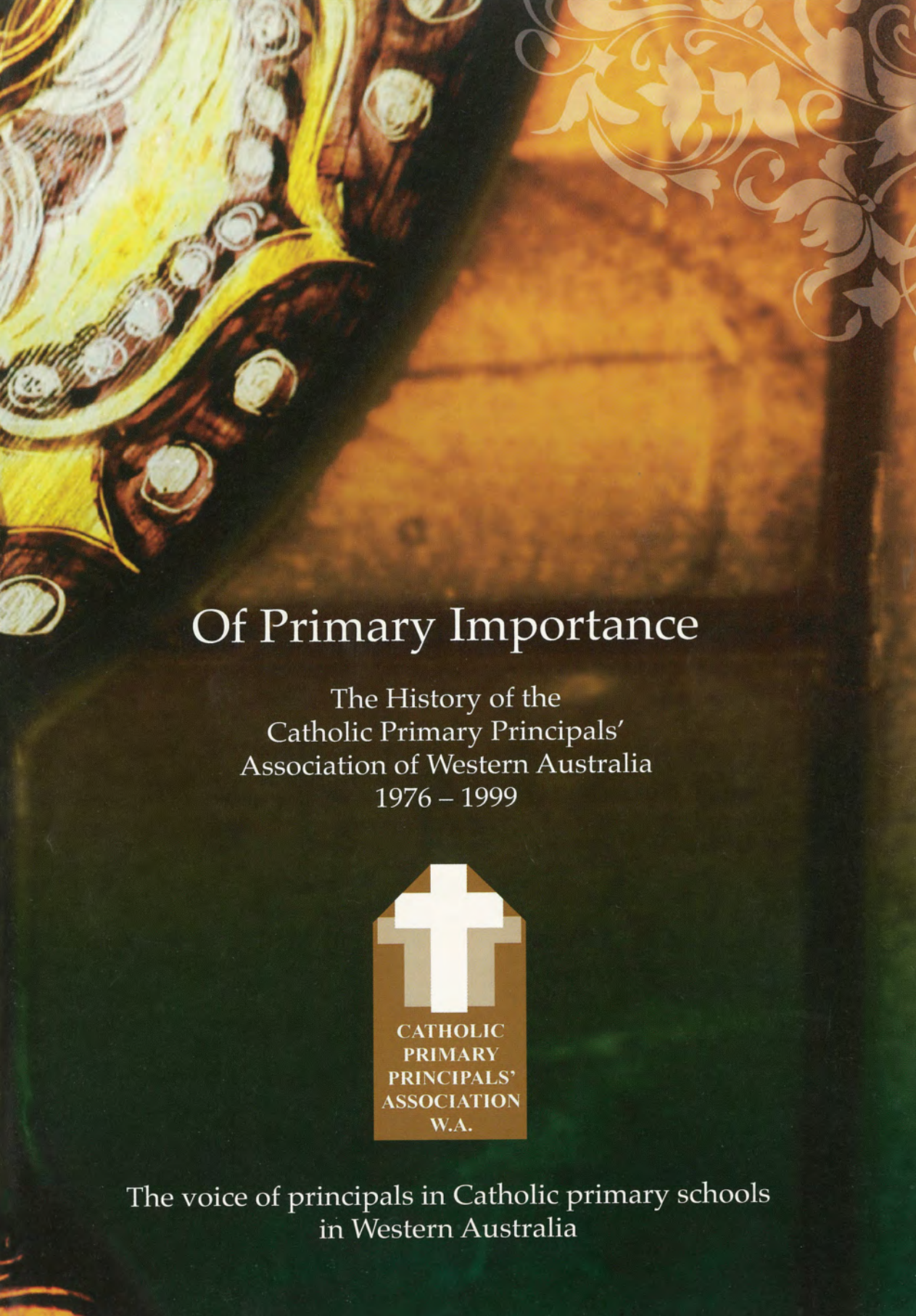




The History of the Catholic Primary Principals' Association of Western Ausrralia
1976 - 1999

By John Downey





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The History of the Catholic Primary Principals' Association of Western Australia 1976 – 1999

CATHOLIC PRIMARY PRINCIPALS' ASSOCIATION W.A.

The voice of principals in Catholic primary schools in Western Australia

Catholic Primary Principals'
Association of Western Australia



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W.A.

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FOREWORD

The Catholic Primary Principals' Association of Western Australia began in 1976 as a support network for the new generation of lay Catholic school principals. The first such organisation to be established in Australia, the CPPA has since evolved into a widely-respected professional body with strong national links and an important influence on Catholic primary education in this state and beyond.

'Of Primary Importance' provides an overview on the history of the CPPA from its first inception up to the turn of the last century. During these years, the association has worked tirelessly to enhance its efforts to advance and promote the cause of primary education and to provide invaluable support and professional development to those who lead our Catholic primary schools.

Since its humble beginnings, the CPPA has most definitely come of age; it is now a highly-regarded professional body with an influential voice in the educational landscape and a future-focused outlook. The high esteem in which the association is held is a source of pride for all members, past and present.

Primary education is the undisputed key to our children's future. Those of us who have the good fortune to work in this exciting and rapidly changing arena have an obligation to continually enhance our own skills and to prepare the next generation to support and lead Catholic primary education into the future. I am confident that the CPPA will continue to serve as a significant player in this quest.

This book is a reminder of the formational and inspirational role Catholic education continues to play in our community and a testament to the achievements and integral role of the Catholic Primary Principals' Association of Western Australia.

John Downey
June 2009



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In context: Catholic education in Western Australia

Catholic education is synonymous with the history of quality education in Western Australia. It mirrored somewhat the development of the state itself. Both began in modest circumstances, both relied on intrepid souls who were found capable of turning adversity into advantage and both were limited in funds and personnel.

The first Catholic school in Western Australia was opened by Fr John Joostens and Irish catechist Patrick O'Reilly in 1843 with 30 children and operated out of a storeroom for three years. Three years later the Sisters of Mercy arrived and immediately rented a house in St George's Terrace where they taught the children of European settlers.

Catholic education in the beginning was almost exclusively for Catholic children. Schools were staffed almost entirely by priests, nuns or brothers, coupled with a heavy involvement from parish clergy. Class sizes were large, sometimes up to 60 children, and beyond Year 4 were usually single gender with the nuns teaching the girls and religious or lay men teaching the boys.

In response to the Protestants' concern about the Catholics' growing influence in the colony, a public education system was established in the Western Australia in 1848 with the *Elementary Education Act* of 1871 following. This mandated a dual system with both government and non-government schools receiving financial assistance.

By 1875, Catholic schools had been established in Albany, Australind, Bunbury, Dardanup, Guildford, Perth, Fremantle, Victoria Plains, Grennough, Geraldton and Northampton. By 1887 the future of Catholic education was secure under Bishop Matthew Gibney, who stated that the first priority for any parish was the establishment of a Catholic school and in the 1880s and 1890s brought additional teaching orders to Western Australia.

By 1895 financial assistance from the state ceased. By the turn of the century it was mandated that the parishes had to support their schools and provide a Catholic education for all Catholic children. During this time, vocations were very high and orders such as the Sisters



Beagle Bay Mission 'humpy' with Fr John Neville OMI and Aboriginal children. Courtesy: Geraldine Byrne



of Mercy, Presentation Sisters, Sisters of St Joseph of the Sacred Heart and Christian Brothers were growing in numbers and other orders were attracted to Western Australia. The result was a growing number of Catholic schools in metropolitan Perth and key regional centres in Western Australia.

World War II brought much change to society in general and it certainly had a significant impact on Catholic education in Western Australia. The population growth and subsequent increase in demand for Catholic education, combined with the decline in vocations meant Catholic education in Western Australia was at a crisis point. Significant financial challenges would also continue into the 1960s creating added pressure.

The future would rest on the introduction of more lay people into teaching and leadership roles within Catholic schools. These people would, in the 1970s, form the foundation of a peak education body that we proudly know today as the Catholic Primary Principals' Association.

Western Australian Catholic schools, then and now, deliver an outstanding educational experience. They have the passion and foresight to go beyond the reaches of the traditional syllabus, offering music and arts education and a wide range of extra and co-curricular activities under the auspices of collaborative Catholic education.



Major changes in the early 1970s

For Catholic education in Australia, the 1960s was a period of ongoing agitation for more equitable government funding, with little results. In 1967, the State Liberal Government under Sir David Brand introduced a per capita grant of ten pounds for each primary school child in a non-government school. This was equivalent to 6% of the estimated capital cost of educating a child in a government school; a far from ideal allocation of funds for a system that was playing an important role in educating young Australians.

Despite significant financial challenges, Western Australian Catholic schools continued their delivery of an outstanding educational experience for all students, expanding beyond the reaches of the traditional syllabus to offer music and arts education and a wide range of extra and co-curricular activities.

Education was fast becoming an important issue on the Western Australian political landscape. State governments as well as Catholic and other non-government schools were lobbying the Federal Government for a more equitable distribution of funding and one that recognised the significant contributions of Catholic schools in educating the country's young people. By 1969, new Liberal-Country Prime Minister, John Gorton, announced a new system of per capita grants for non-government schools around Australia. The *State Grants [schools] Act* provided a recurrent grant based on 20% of the cost of educating a child in a government school.

Despite this positive development, Catholic schools still faced serious disadvantages. A report prepared by Peter Tannock and Br Linus Bowler and released in 1971 expressed serious concerns for the educational needs of children in Catholic schools schools. The 144-page *Report on the Needs of Catholic Schools in Western Australia 1970 – 1974* painted a picture of a system in crisis. With the rapidly increasing Catholic population, demands for Catholic education far outstripped the abilities of schools to satisfy it. The authors proposed a program of significant enrolment expansion, but also clearly outlined the significant funding injection that would be required to achieve this.

As part of its efforts to address the crisis facing Catholic schools, the Church demonstrated considerable innovation with the creation of the Catholic Education Commission of Western Australia. This strategic move meant that an integrated body whose reach extended across the entire state and across diocesan boundaries could take on the vital role of lobbying government for funding as well as making policy decisions and bringing the needs of Catholic education into the public eye.

The new Catholic Education Commission, which began operation in Shenton Park in 1971 under the chairmanship of Fr James Nestor, had the authority of the Catholic Bishops of Western Australia and the Superiors of all of the religious orders. It comprised representatives of the whole Catholic community including bishops, clergy, major superiors, parents and teachers.

From its very inception the Catholic Education Commission, under the leadership of Fr Nestor and later, its Chief Executive Officer, Dr Richard McSweeney, set itself the challenge of lifting and improving what it saw as the 'educational offerings' of schools while placing a constant emphasis on the distinctive nature of a Catholic education. It was a seminal time for Catholic education. The Tannock-Bowler report had brought grave concerns to public attention and the new Commission was working tirelessly towards a more equitable national funding



Prior to the 1970s, Catholic schools in the state were primarily operated by nuns, priests and brothers

scheme. This dream was to become a reality with the election of Federal Labour Government under Gough Whitlam in 1972. It was to be one of Gough Whitlam's greatest achievements that, between 1972 and 1973 and 1975 and 1976, the Federal Government increased funding to non-government schools in the states of Australia from around $48 million to $152 million, an increase of 177%. Major funding was to be provided to poorly-resourced schools with high needs; most Catholic schools were definitely in this category. The Australian Schools Commission was established in 1974 to administer the new programs. For the first time in Australian history, the Federal Government had had become a major provider of finance for Catholic schools.

The arrival of this significant public funding brought with it the need for strict accountability. In 1973 the Catholic Education Commission issued a general notation to all Catholic primary schools requiring them to form school boards which would handle school finances and administration of funds. Responsibility for the administration of Catholic schools was fast passing from the parish priest and religious orders to members of the lay community.

Coupled with this injection of funding and 'professionalisation' of the running of Catholic schools was an increase in the number of lay principals and teaching staff: a development that would lead to much angst and concern, but would eventually become the norm for Catholic education.

The emergence of the contemporary Catholic principal

The increasing prevalence of lay Catholic school principals came at around the same time as the second Vatican Council (1962 – 1965), with its different conception of Church. In particular the document *Gaudium et spes - the Pastoral Constitution of the Church in the Modern World* called all Catholics to put themselves as servants of each other. The laity were no longer seen as at the bottom of the Church's structure of power and position. Men and women not in religious orders were now seen as being integral to the Church's mission, with a vital role and function to perform. Without the foresight and resulting changed attitudes that came about through Vatican II, Catholic education may well have faltered.

By the 1970s, the Catholic education system was well and truly enhanced by the position of the lay principal. In his history of Catholic education in Western Australia, Phillip Pendal has written extensively about the emergence of the contemporary Catholic principal, noting that the Catholic education system was greatly enhanced by:

> *The energy and innovation of professionally trained, well-credentialled principals and other school leaders who underpin a decentralised, devolved sector based on the principle of subsidiarity.*[1]



[1] Pendal, P. (2008). *Continuity in Change: The Journey of Catholic Education in Western Australia 1843 to 2008*, p. 301. Catholic Education Office of Western Australia: Perth.



A new landscape: The establishment of the CPPA

The new lay principals who were involved in this 'changing of the guard' in Catholic schools found themselves in a unique and often challenging situation. Many of them had come from the Education Department and had a limited Religious Education background, however their staff members often included nuns and brothers and, in some situations, the previous religious leader. While the new lay principals were committed to honouring the legacy and charisms of the founding orders who had worked so long and tirelessly to establish Catholic schools, their task was not an easy one. It was often difficult for the nuns and brothers to be answerable to a new lay leader, and in most cases, one who was considerably younger than them. Added to this, some communities were strongly opposed to the idea of lay school leadership.

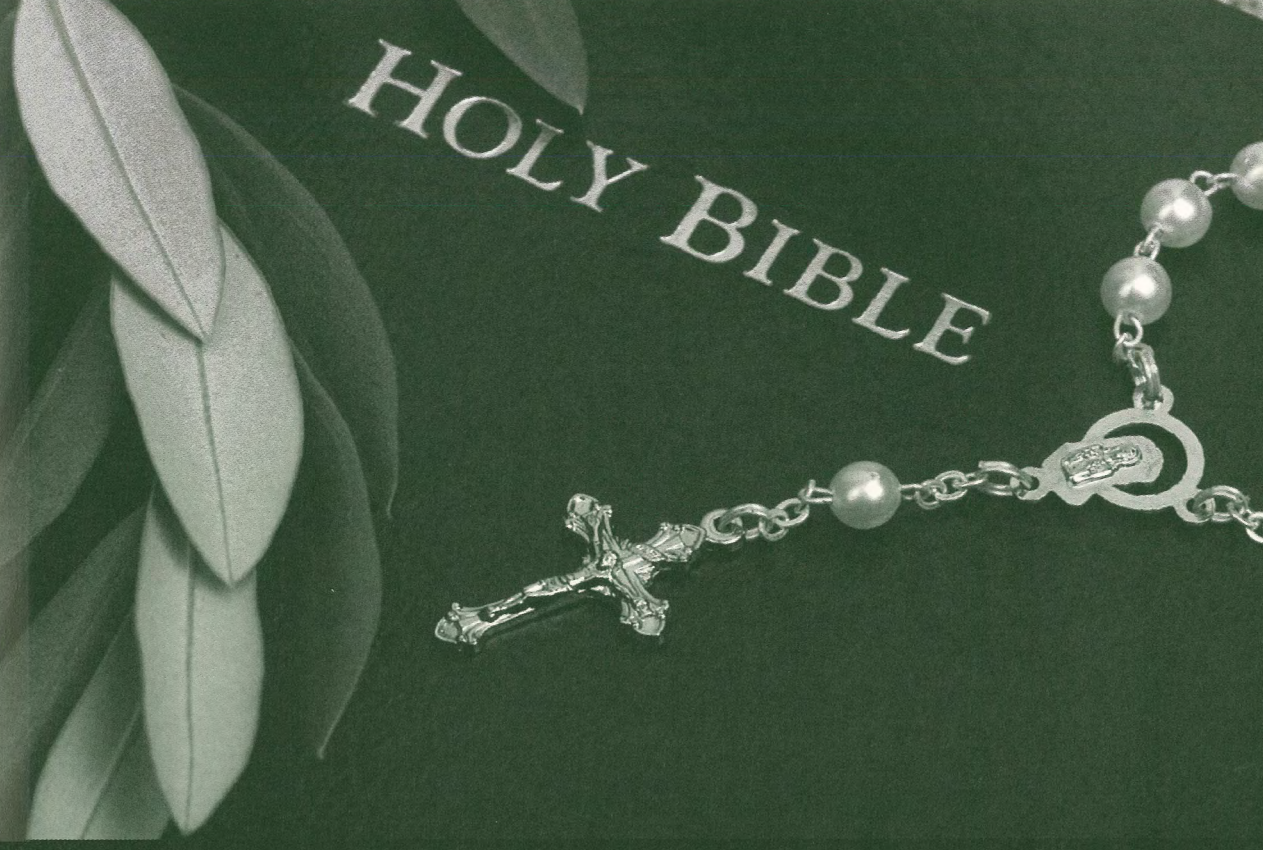
As a means of supporting each other, several principals started a tradition of meeting for drinks on Friday afternoons. It was at these popular social gatherings that the idea of forming a more formal support group was first floated.

In 1975, the newly appointed Australian Schools Commission financed a group of twelve Western Australian primary principals to study classroom configurations in Adelaide. Three of these principals were from outside the public system. The new Catholic Education Commission selected two: one religious and one lay. They were Sister Maria Rosa (later known as Sr Eileen Lenihan) and John Downey. This set a precedent in that funding for professional development for primary principals would include principals in non-government schools.

In 1976 the Catholic Education Commission organised a professional development day at the Westos Motor Inn in South Perth. Faciliated by Brian Byrne, the day was well attended by principals from both metropolitan schools and the south-west. During the final session on the day Brian suggested that those present consider forming a support group. The lay principals present were unsure of whether the religious principals would see the need for this, however they were pleasantly surprised when all present proved to be strongly in favour of establishing some form of support group.

A group was officially formed; the main aim being to support each other both spiritually and professionally. The task of determining the official title and structure of the group was given to a small committee led by John Downey and comprising four other members: John Hollands, Sr Florence Sullivan, Meg Brough and Dawn Connolly. It was agreed that all Catholic primary principals in Western Australia would automatically become members of the new association.

The Committee of the fledgling association conducted its inaugural meeting at Infant Jesus School in Morley. From these beginnings would grow a widely-respected professional body that would take on an important role in the landscape of Catholic primary education in the years to come



The early years: 1977 - 1979

One of the primary reasons for the establishment of the new association was to facilitate personal, spiritual and professional support and development for members. With this in mind, the first official function organised by the new committee was a weekend retreat with a focus on spiritual growth and exploration – a vital and too-often neglected component of the Catholic principal's role. Held at the Institute of Human Development in Jarrahdale and facilitated by Sr Patrice Cook, the weekend provided a much-needed forum for members to network and form supportive relationships in a congenial environment while also attending to their own spiritual development. Feedback from participants confirmed the overwhelming importance of such opportunities.

In light of the positive response to this first weekend retreat and the enthusiasm with which members had embraced the new association, the committee decided to convene a meeting in the south-west region in the hope of encouraging country principals to become active members.

The first regional gathering was held at the Lighthouse Inn in Bunbury on a Saturday in October 1977. It was opened by the Bishop of Bunbury, Miles McKeon, who fully endorsed the formation of the new association and encouraged principals to give it their full support. The excellent attendance was very encouraging and again confirmed the pressing need for a professional body specifically for Catholic primary principals. This first Bunbury meeting also signalled the beginning of a longstanding tradition of convening events in regional location.

Forging cross-sectoral links: The Australian Primary Principals' Conference comes to Perth

The announcement that the fifth national conference of the Australian Primary Principals' Association (APPA) would be held in Perth was greeted with great enthusiasm by the new Catholic association, which saw it as an excellent opportunity to develop strong relationships with government school counterparts, as well as to publicise the its existence on a national level. Committee member John Hollands, who had attended the fourth APPA conference in Brisbane, led an initiative to provide active support in the organisation of the conference.

Held at the Riverside Lodge, the conference was based around the theme 'The Role of the Principal in Staff Development'. While the Catholic association was not officially affiliated with APPA at the time, the committee actively encouraged all Catholic primary principals to attend, with John Hollands generously offering his school bus to assist with transporting delegates.

During the conference, a meeting was convened of Catholic primary principals from WA and interstate. Catholics who were principals in government systems were also invited. The opportunity to network on a national level was greatly valued by all and it was agreed that this procedure would become a regular feature of future conferences.

Back to the regions: the 1979 meeting

The success of the first Jarrahdale weekend and the subsequent gathering held in Bunbury encouraged the committee to explore the possibility of convening a meeting at a different regional location in 1979. Geraldton was suggested as at that time there were no principals from the Geraldton Diocese who were financial members and the committee was anxious to galvanise members in the diocese. However, the Bishop of Geraldton, Bishop Thomas,

was not supportive of the new association. In addition, the vast majority of the principals in the Geraldton Diocese were Presentation Sisters who could not see any benefit in being part of the new association. As a result, the second regional conference was again held in Bunbury.

By 1979 the format of holding an annual general meeting in Perth, a conference in Bunbury and a weekend at Jarrahdale was firmly established as the operational format of the association. Around this time, the committee also finally settled on an official title for the association. After much deliberation, the name agreed to was 'The Catholic Primary Principals' Association of Western Australia' (CPPA).

A time of change and uncertainty

During these early years of the CPPA's history, many changes were occurring within the Catholic education system. With declining numbers and ageing members, religious orders were being forced to review their role in Catholic education and their ability to continue administering the schools they had established. The implications of this for lay principals would be important both for the CPPA and for Catholic education in general, as more and more lay men and women were called upon to become the faith leaders of schools.

The other major issues faced by Catholic schools and the CPPA in these early years were:

- **The development of Religious Education guidelines**
  Most Catholic schools were using the Melbourne Religious Education guidelines as there were no set ones at that time for WA Catholic schools.

- **The Federal Government Disadvantaged Schools Program**
  Accessing this government program, which was introduced in 1974, was an important issue for Catholic schools.

- **The retention of boys in primary schools settings**
  It had been traditional practice for the sisters to educate girls and young boys. Hence, many of the parish schools enrolled girls to Year Seven while the boys tended to move over to the brothers and priests at the end of Year Three. The new lay principals were eager to retain the boys until they had completed their primary schooling as this provided a better balance in the school and was also increasingly desired by parents.



Chairman John McTavish with Eric Chidlow

A time of consolidation and development: 1980 - 1982

The early eighties saw the CPPA becoming increasingly active in its role as a voice on significant issues in Catholic education and beyond. A diverse range of important issues confronted Catholic primary principals during these years and it was during this period that the CPPA developed its reputation as an important advocate for Catholic primary principals.

The new chairman, John McTavish, who commenced his term of office at the beginning of 1980, was particularly aware of the industrial concerns faced by the rapidly increasing numbers of lay principals, particularly in regards to contracts of employment, which were often wildly disparate even between schools in the same region.

In early 1982, a comprehensive survey focusing on industrial issues and terms of employment was conducted by the CPPA on behalf of members. The survey indicated two pressing issues that needed immediate addressing. The first of these related to the length of employment for lay principals. Twelve principals had contracts that allowed them to remain in the current positions indefinitely, while other principals had fixed term contracts, all differing in length of employment.

The second issue raised by the survey was superannuation. The first lay principals had been responsible for arranging their own superannuation with their respective school boards, while lay principals in order-accountable schools had their superannuation held with the order. Different dioceses also had different arrangements for superannuation, making continuity of superannuation impossible, with principals frequently having to withdraw from one fund and join another upon moving dioceses.

A comprehensive report outlining these issues and detailing the concerns of primary principals was produced and submitted to a committee at the CEOWA convened to address contracts of employment for principals.

A range of other issues and concerns were discussed and addressed in these years by the CPPA, which was rapidly positioning itself as a vital professional body for its members. Significant issues from this time period included:

- The increasing concern that places were not being provided by Catholic secondary schools for children with disabilities. The Executive wrote to Michael Bromilow at the Australian Schools Commission concerning this matter. He responded that the matter was under review and hopefully the problem would be resolved by the commencement of the following school year.

- The pressing need for opportunities for spiritual formation and development for lay principals who were now required to take on responsibility for faith leadership of their schools was discussed and it was decided that the annual Jarrahdale weekend forum would be exclusively devoted to spiritual formation.

- A paper prepared by Br Paul O'Brien on expanding representation of regional concerns by electing the CPPA Executive by regions was discussed and approval was given to pursue this proposition, provided that the regions were the same as for the currently operating regional coordinating committees.

- Feedback and new learnings gathered from a national Colloquium on primary education attended by Executive members Margaret Sleight and Sr Jilyan Dingle was shared with members.

- The fraught issue of copyright was addressed by John Willett who stressed to members the importance of written permissions, particularly from music publishers, and the dangers for schools in contravening copyright regulations. The CEOWA committed to producing comprehensive guidelines for schools on this important issue.

The move towards a national association

The early eighties also saw the first moves towards the establishment of a national association of Catholic primary principals. The practice of Catholic principals gathering informally at the national APPA conferences had continued, however it was becoming clear that there was a need for a more formal national professional body.

During the 1981 APPA conference in Darwin, the Victorian Catholic Primary Principals' Association invited Catholic principals from across the country to stop over in Melbourne on their way to the APPA conference in Launceston the following year to discuss the possibility of forming an Australian Catholic Primary Principals Association. This resulted in a delegation of 20 Catholic primary principals, representing all states and territories, conferring for two days in June 1982. John Willett and John Last represented Western Australian Catholic primary principals.

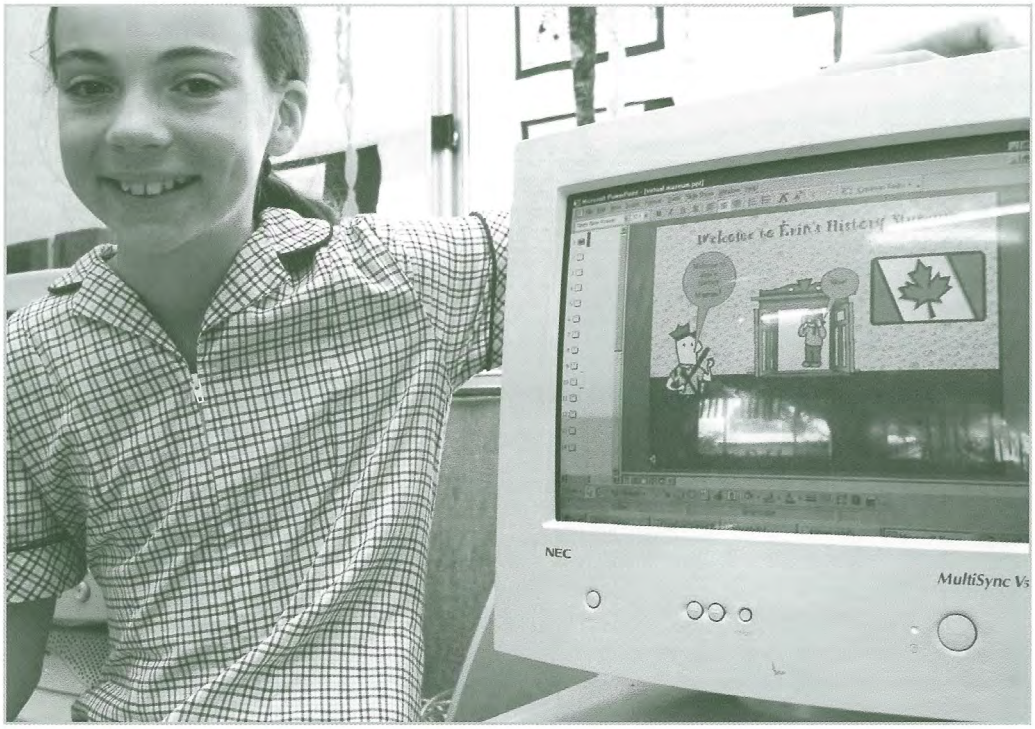
While also discussing the important issues of principal contracts and appointments and a range of curriculum concerns and developments, the national group focused intensively on the need for a national association. During the following 12 months, a comprehensive paper outlining the proposal for an Australian Catholic Primary Principals' Association was prepared and circulated to all state associations for discussion and comment.



Embracing change: 1983 - 1984

The years 1983 and 1984 saw the CPPA step forward to proactively identify and respond to a range of challenges and changes facing Catholic schools across the state.

The new Executive appointed in 1983, under the leadership of new chairman, John Willett, was keenly aware of computer revolution that was changing the education landscape in Australia at the time. As recently as the previous decade, the idea of a school owning its own computer, let alone integrating computers into education, was unimaginable. However with the increasing advances in technology and consequent affordability of microcomputers, the prevalence of this technology was becoming impossible to ignore.



The computer revolution swept through schools in the 1980s.

Foreseeing the importance of skilling principals in this rapidly developing area, the Executive organised two full-day professional development opportunities to address a range of issues associated with computers, technology and education. Following these extremely well-received events, the Executive was involved in a working party to produce guidelines for schools that were introducing computers. The comprehensive project involved schools as far north as Derby. The working party also lobbied the CEOWA to appoint a computer specialist for a term to assist schools in integrating computers into their operations and teaching.

Another impending development within the Catholic system was the introduction of an official system of Accreditation to teach in Catholic schools, which would be made compulsory by the CEOWA from the beginning of 1984. The Executive stressed the importance of communicating this new system throughout every school, and the need for principals to support their staff in completing their accreditation.

Concerns were still being raised among members about employment contracts and terms of employment and a range of industrial issues were arising for principals partly because of a lack of clear communication at the employment interview. To help address this issue, the CPPA arranged for a full-day workshop for members and relevant staff from the CEOWA.

A subsequent workshop facilitated by Br Kevin Treston on 'The Catholic Ethos of the School' was extremely well received by members and helped both reaffirm and encourage principals in their role as faith leaders of their school communities. Despite the continued desire for more opportunities such as this, the Jarrahdale retreat weekend in 1983 was poorly attended by members.

The Executive also instituted the practice of holding a range of consultations during with relevant bodies including the Parents and Friends Federation and the Beazley Committee. The CPPA was also represented on the Padre Advisory Group, the Accreditation Council and the Catholic Pastoral Institute Council.

The 1983 AGM also included a presentation by Michael Bromilow from the Australian Schools Commission on future educational projects, directions and initiatives and their implications for primary principals. It was this focus on the future that was being increasingly adopted by the CPPA that members were coming to value and rely upon.

In the interests of improving communication, a CPPA Newsletter was inaugurated in 1983. Highly positive feedback was received on the first issue and it was decided that the newsletter would be sent out every term.

Reports from the regions

While it was decided not to proceed with Br Paul O'Brien's proposal to elect the Executive by regions and to continue with the current structure of Chairman, Secretary, Treasurer and six Committee Members, the CPPA was still anxious to adequately understand and address the concerns and perspectives of regional principals. The 1983 AGM, held at Ascot Inn in August, was the first official occasion where regional delegates were invited to present reports. Peter Arram from Manjimup, Sr Katherine O'Connor from Kojonup and Sr Veronica Ryan from Turkey Creek all presented reports and a paper from Sr Margaret from Merredin was tabled in her absence.

The regional reports all outlined the difficulties associated with isolation in terms of distance, time and costs. In response to the question of how metropolitan schools could assist, special emphasis was placed on the need for communication and the problems facing teachers who wished to return to the metropolitan area. The metropolitan principals acknowledged the problem and agreed to offer interviews where possible.

A national body at last: The establishment of the Australian Catholic Primary Principals' Association

During 1984, a long-held dream of many Catholic primary principals was realised with the establishment of the Australian Catholic Primary Principals' Association (ACPPA). The official decision to inaugurate this national body was made at a two-day meeting of fifty Catholic primary principals from around the country at the Koala Oxford Square Motel in Sydney immediately preceding the 1983 APPA conference.

A sub-committee of the Victorian Catholic Primary Principals' Association was given the task of formulating a draft constitution for the new organisation while the Australian Capital Territory Catholic Primary Principals' Association was charged with the establishment of a national newsletter to be known as 'TOPICS' (Talk of Principals in Catholic Schools).

The plan was that the newly-formed Australian Catholic Primary Principals Association would meet annually for at least two days prior to the APPA conference. Decisions, items and actions taken at such conferences would be taken up by the state associations for dissemination. The host state New South Wales took on the executive role until 1984, while Queensland made arrangements for the 1984 conference.

On 27 June 1984, 109 Catholic primary principals gathered at the Marist Brothers College in Brisbane for the inaugural ACPPA conference. The first executive was elected and a constitution approved. An incredible spirit of collegiality was built up over the two and a half days and this carried on to the APPA conference where Catholic principals made up half of the delegation.

It was brought to the attention of delegates that both the APPA and ACPPA conferences would be held in Perth in 1985, with the ACPPA conference preceding the APPA conference. Given the synchronicities that would be made possible by working together on the organisation of the two conferences, CPPA delegates lobbied for representation on the organising committee

for the APPA conference. Somewhat reluctantly, the WAPPA delegates agreed. This resulted in John Hollands being elected treasurer, making him the first CPPA member to be elected to an executive position on the APPA.

A committee of CPPA members was set up to plan the Perth ACPPA conference. John Willett, Sr Mary O'Connor, John Last, Roma Criddle, Sr Jilyan Dingle, Patricia Higgs, John Hollands, Elizabeth McKenna and Jim Smith all volunteered for the challenging task.

Hence just eight years after a gathering of 20 government principals in Adelaide had lead to the formation of the APPA, both the Western Australian CPPA and a corresponding national body had been established - incredible progress in a relatively short timeframe. The rapid growth of these organisations can be attributed to several factors:

- The provision of funds by the Federal Government for professional development
- The increasing recognition of principals of the need for both professional and personal development and, for Catholic principals, spiritual development
- The increase in opportunities in this period to discuss issues in primary education which concerned both government and Catholic schools throughout Australia
- The ingenuity of some members of state associations in stretching funds to enable as many principals as possible to attend conferences.

The formation of a national body for Catholic primary principals, which the CPPA was highly supportive of and proactive in helping to develop, was a comprehensive recognition of the need for national solidarity and collaboration and also of the important role of the Catholic primary principal.

More issues at home

While keeping one eye on the significant developments occurring on a national level, the CPPA was also focused on keeping an active 'watching brief' on issues affecting primary education in Western Australia. A range of these came to the fore at the 1984 AGM, held at the Ascot Inn with 59 members in attendance.

Parental and family participation in education and the importance of the parent as the first educator of the child continued to be an ongoing focus for members and the Executive arranged for an address at the AGM on this important topic. Sr Denise Desmarchelier,

principal of the newly-established John XXIII College in Mt Claremont, gave a well-received presentation entitled 'Parent participation in schools: myth or reality?'

Another ongoing concern at the time was the lack of availability of secondary school places for disabled children currently enrolled in Catholic primary schools. First raised in 1981, this issue continued to weigh heavily on primary principals. After much discussion, the Executive endeavoured to consult with the CEOWA on current and future planning for these children.

Pre-primary education was another important issue. Unanimously convinced of the vital importance of quality early childhood learning, Catholic primary school principals were not satisfied with the fact that schools offering pre-primary education were only funded for four days per week. The Executive committed to investigating the possibility of full funding for this vital stage of the learning continuum.

The CPPA continued its focus on equity for regional members by fully funding Sr Mary Murray from Broome and John Borserio from Bridgetown to attend the 1984 AGM in Perth. These delegates gave comprehensive reports on conditions and issues facing their regions.



Schools in remote areas continued to face significant challenges. This is a classroom at Wanalirri School in Gibb River.



Dr Peter Tannock

A new director for Catholic education: 1985

1985 saw a new director take the helm of the CEOWA and the beginning of a new phase of the CPPA—one marked by much more extensive collaboration and communication with the CEOWA and a strengthening of the association's role as a proactive lobbyist on significant primary education issues. The new director, Dr Peter Tannock, met with the new CPPA Executive, headed by Jim Smith, early in the year and made it clear that he saw the CPPA as fulfilling a vital role and encouraged the executive to raise any issues of concern with him at regular meetings. He also stressed his commitment to actively seeking out the input and advice of primary principals

Dr Tannock joined over 40 CPPA members for dinner on 18 March at the Redemptorist Retreat House. Apart from being a valuable networking opportunity, the dinner allowed members to meet Frank Hennessy, the inaugural chairman of ACPPA.

A range of matters was discussed with Dr Tannock over the course of the year, including:

- Secondary provision for intellectually disabled Catholic primary school students
- Spiritual development for principals
- The provision of accommodation for staff in regional schools
- Recurrent funding for primary schools
- Capital grants and state per capita grants for primary schools
- The potential employment of a consultant to advise on and promote pre-primary education
- Principal contracts and review and evaluation procedures
- Orientation workshops for school board members
- Salary for the director of Avondown at Toodyay
- The encouragement and facilitation of teacher transfers between metropolitan schools.
- Discussions with the Commonwealth Schools Commission.
- A request for pre-primary full-time equivalence to be based on eight sessions per week.

Dr Tannock also requested representation on a new planning committee he had established to oversee the development of a major residential inservice centre for Catholic education in Toodyay. The committee was responsible for developing an appropriate management structure for the centre, upgrading and refurbishing the buildings and establishing an effective school communication and public relations strategy. Terry Palmer represented the primary principals on this committee and the Executive held their August monthly meeting in Toodyay in order to view the new site.

The ACPPA conference comes to Perth

The highlight of 1985 was unanimously declared to be the highly successful second ACPPA conference hosted by the CPPA from Sunday 26 May to Thursday 30 May at Santa Maria College in Attadale. The conference was attended by more than 140 principals, with 81 delegates from other states and territories, as well as an international guest from New Zealand. The conference featured an impressive array of workshops and presentations, with key note speakers including Michael Tunnecliffe—Senior Psychologist at Murdoch University and a former Catholic primary principal, John Goodfellow—Lecturer in Religious Education at the Western Australian Institute of Technology and Sr Patrice Cooke—Director of the Institute of Human Development.

At the conclusion of the conference John Willett, Mike Smith and Elizabeth McKenna were elected President, Secretary and Treasurer respectively of ACPPA for the ensuing year. The new secretariat also took on the task of producing the ACPPA publication TOPICS.

CPPA Chairman Jim Smith declared the second ACPPA conference a great success and thanked local Catholic principals for the enthusiastic support they had given the organising committee in the form of donations and personal assistance.

No sooner had the conference wrapped up than the 1985 APPA conference was launched at the Sheraton Hotel, with Catholic principals comprising 50 per cent of the attendees. The relationship between WAPPA and CPPA appeared to be somewhat strained following the two national conferences in Perth. The general opinion was that the government school principals probably felt threatened by the large number of non-government delegates and the growing importance of the CPPA.

The Catholic principals considered that both government and non-government principals should be nominated for the State Secretariat as this would create healthy competition for these positions. In their opinion, at least one position on the secretariat should be filled by a non-government principal. It was decided that at the APPA conference to be held in Adelaide in 1986, the CPPA should encourage an executive member from the Victorian Catholic Primary Principals' Association to nominate for the organising committee for the APPA conference to be held in Melbourne in 1987.

The 1985 AGM

The 1985 AGM was held in August at the Ascot Inn with 55 members in attendance and it was generally agreed that it had been a hectic and significant year for the CPPA. Director of Catholic Education in WA, Dr Tannock, opened the meeting with an address relating to the new rationale and structure of the Catholic Education Office. Irene Sorenson from the CEOWA also addressed members on the Early Literacy Inservice Course and its implications.

The reports from the regions revealed a large number of significant challenges facing regional and remote Catholic primary schools. Sr Mary Murray spoke on behalf of the Geraldton Diocese and raised numerous issues of concern including Religious Education, staffing problems, infrequent gatherings of principals in the region, teacher accommodation,

employment of staff, lack of opportunities to attend professional development courses, transport problems, country children transferring to the city and the inevitable question of finance. Sr Leonie O'Brien from Derby and Sr Denise from Moora also expressed a range of similar concerns. John Borserio from Bridgetown strongly urged metropolitan principals to give priority to enrolling country children when parents were transferred to Perth. Br Justin Guthrie from Bunbury gave a very impressive report on activities in the south-west, showing much positive cooperation between government and non-government schools.

John Willett, the newly elected president of the ACPPA, presented an outline of a paper from the ACPPA secretariat entitled 'Spiritual Renewal for Principals and Teachers'. This paper was later distributed to other Catholic principals associations around the country.

The question of financial membership arose and it was decided that a membership card would be established to indicate financial membership.

A continuing focus on the computer education revolution

Catholic schools across the state continued to embrace the introduction of computer technology and its associated influence on teaching and learning. To support schools in this area, a Catholic Schools Computer Resource Centre was established, with significant primary principal representation on its committee. Dennis Bussell was funded to work two mornings per week as the executive officer of the centre and also acted as an ex-officio member of the committee. Elizabeth McKenna, principal of St Kieran Catholic Primary School, generously made offices and office staff available for the benefit of the new centre.





Consolidation and challenges: 1986

The tenth year of the CPPA's operation was one that saw both the consolidation of the association's relationship with the CEOWA under Dr Peter Tannock, and the addressing of a number of challenges and issues facing Catholic primary schools.

Early in the year the Executive established three sub-committees to examine and make recommendations on a range of significant issues raised by members. The first of these sub-committees reviewed the positions of Senior Teacher and Religious Education Coordinator. Michael Smith, Patricia Higgs and Elizabeth McKenna represented the Executive on this sub-committee, which made seven recommendations which were passed on to the CEOWA. This resulted in a draft paper that was circulated among the staff at the CEOWA and later presented at the November meeting of the CPPA Executive. The paper proposed that pilot schools be set up in 1987 trialling new leadership structures.

A second sub-committee, chaired by Patricia Higgs, considered the important role of School Secretary. The sub-committee undertook an extensive survey which covered some 18 tasks secretaries were currently undertaking. The significant nature of this role was succinctly expressed by one principal respondent who wrote: "The School Secretary sees, hears and knows everything". Following analysis of the survey results, the sub-committee recommended that the following aspects of the role needed urgent attention: training, accounting, computing, public relations and remuneration. At the request of the CPPA, Graham Green at the CEOWA organised some professional development opportunities in the later part of the year. The remuneration issue continued to be a challenge, particularly because of the diverse and disparate responsibilities across different schools and the need to relate salary to responsibility.

The third sub-committee looked into a recently opened Computer Resource Centre at the West Australian Institute of Technology, funded by the Commonwealth Schools Commission and intended to assist all non-government schools. The Executive was concerned that this centre was not providing any service to Catholic primary schools. The funds that were provided were being absorbed in running courses for secondary teachers. The Executive recommended to Dr Tannock that an experienced teacher with excellent computing skills should be employed to provide support and training to Catholic primary school staff. The Director agreed and an advertisement was placed in *The West Australian* in July, however, no appointment was made due to the uncertainty of the continued existence of the Computer Resource Centre.

In addition to the work of these sub-committees, CPPA members participated in policy and decision-making at a strategic level through membership of the Early Literacy Inservice Course Committee and the Accreditation Council Committees. Ian Pearce and Sr Catherine O'Connor were nominated and accepted positions on these committees for the year.

The May conference

A two-day conference open to all members was held at the new Avondown Centre in Toodyay in May. Sixty principals gathered for a well-received conference that focused on a range of relevant issues including stress management, counseling skills and the colloquium process. David Heath, the Assistant Director of School Services at the CEOWA, helped individuals identify their personal stress profile and strategies to minimise stress through

efficient management. Libby Lloyd, a consultant social worker, introduced elements of active listening through role play, observation and work action. It was a valuable opportunity for the participants to improve their interpersonal skills. On the final day Sr Anna Warlow, who had been seconded to the CEOWA from the ACT, and Joy Bresser from Canberra addressed principals on the colloquium process as it applied to the Ministry of Teaching. This resulted in the colloquium process being adopted by a considerable number of schools during the remainder of the year. The CPPA created a fund of $500.00 to assist schools with purchasing required materials.

All participants agreed that the conference had been a valuable opportunity for both spiritual and professional development, as well as an excellent networking occasion. The facilities at the Avondown Centre, however, were generally agreed to be sub-standard and the Executive informed the CEOWA that extensive work would need to be undertaken before any similar functions could beheld at the centre.

A full agenda: the AGM and subsequent discussions with the CEOWA

The 1986 AGM was held at The Heritage on Charles on 25 July and a full agenda of serious concerns was discussed. Major issues addressed included principal appointments, principal assessments, the structure of leadership teams in primary schools. communication between the CEOWA and schools and communication between the Executive and members.

The Executive raised all of these issues, as well as several other concerns of members, in their meetings with the Director of Catholic Education, who had continued his practice of consulting closely with the CPPA. Concerns discussed with Dr Tannock during two intensive meetings included:

- **Principal appointments**
  The current procedure for principal appointments involved the compilation of a short list by a committee at the CEOWA. The interviewing panel would then decide which candidates to interview, however, the final decision was up to the local community. One of the major concerns of members was that the identity of the successful applicant was coming into the public domain before the unsuccessful applicants had been notified. The Executive stressed the need for confidentiality by both CEOWA staff and the school board members involved in the appointment process.

- **Contracts of employment**
  Principals who had open-ended contracts were concerned about their career pathways. The Executive raised the issue that if an experienced principal moved to a smaller school, they would have to accommodate a significant salary reduction. The idea of linking salary to expertise and years of experience rather than the size of the school was put forward however the Director's response to this was that a small school could not afford a principal on a higher salary. Dr Tannock also expressed his feeling that in the Catholic system it was just completely acceptable to move from being a principal to a position such as senior teacher or CEOWA consultant. The Executive was asked to discuss with members ideas regarding career pathways.

- **Principal assessments**
  The Director confirmed that the current procedure was to write to the chairman of the school board and to the parish priest seeking an evaluation from both. The principal was also requested to write a self evaluation based on specific headings. Following this, he or she would be asked to attend an interview with the Director.

- **Inspection of schools**
  Many principals felt that the inspection of their schools by Education Department superintendents was superfluous. The Director informed the executive that the CPPA should be prepared to formally approach the minister requesting an upgrading of the inspections. He also confirmed that the CEOWA was planning to introduce its own school inspections in the future.

- **Secondary provision for students with disabilities**
  The number of places available for students with disabilities in Catholic secondary schools continued to be an issue. The Director pointed out that Peter Moyes at the CEOWA was working on this problem and also that several school boards had proactively applied for grants in this area.

- **Superannuation**
  Different dioceses still had different processes and arrangements for superannuation. The Executive stressed to the Director that this situation needed to be resolved as soon as possible.



In addition to the meetings with the Director, in September a meeting was held with Fr Gerard Holohan and Sr Eileen Lenihan to discuss the development of the new Religious Education guidelines, which were anxiously awaited by principals and staff. Both Fr Gerard and Sr Eileen stressed that they needed and expected the trust of the principals in the work that they were carrying out, which was very difficult and complex.

ACPPA goes from strength to strength

As president of ACPPA, John Willett was eager to consult widely with Catholic principals in all areas of the country to ensure authentic representation of members' concerns to the national executive. During 1986 John visited associations in the Northern Territory and Queensland. These included Darwin, Cairns, Townsville, Rockhampton, Brisbane and Towoomba. In some cases principals travelled considerable distances in order to attend meetings and forums. At each meeting both local and national issues were discussed.

The third national ACPPA Conference was held at the Grosvenor Hotel in Adelaide from August 5 - 8, followed immediately by the APPA conference, which commenced on the evening of Friday August 8 and went through to Wednesday August 13. Twenty West Australian Catholic primary principals attended both conferences. CPPA subsidised the costs for three delegates by providing a $200.00 grant, three additional regional principals were assisted with a $200.00 grant and the delegates from the Executive had their costs covered from a combination of CPPA funds and a contribution from the CEOWA.

The president of APPA, Brian Pocock, had travelled to Perth in June to meet with both the CPPA Executive and the WAPPA executive to discuss the theme for the conference. Unfortunately the relationships between WAPPA and CPPA was still somewhat strained. The president of WAPPA had written to the CPPA indicating that they were not prepared to negotiate on the number of delegates at the APPA Adelaide conference. The Executive hoped to improve the relationship with the CPPA's government counterpart in the years ahead.



Forging ahead: 1987

The year opened with a momentous event for the CPPA as its first female chairman took up office. Patricia Higgs ably took the helm of what was now a widely respected professional body and led the CPPA through what was to be a significant and busy year marked by a range of developments and initiatives.

The first of these was the introduction by the CEOWA of official consultation days for primary principals. Seeing the positive impact of consultation with the CPPA, the CEOWA expanded this to allow all primary principals to congregate twice a year to meet with CEOWA staff, give feedback and be briefed on planned programs, initiatives and services available to schools. The Executive scheduled dinner meetings on these consultation days and they proved to be a highly successful initiative.

During the year a new leadership model was trialled in 12 primary schools. The trial structure involved shared leadership between principal, assistant principal and Religious Education coordinator. The assistant principal position superseded the previous senior teacher role with an increase in remuneration and reduction in teaching duties.

Another significant and positive development was the introduction of a new resource program, which was part of the Commonwealth Government Resource Agreement for the 1986-1989 triennium. Schools had to identify a curriculum area requiring development and could then apply for a staff member to be assigned 0.2 FTE for a year to develop policy and resources in that particular area. The program was designed to encourage staff members with special strengths and interests, the concept being that when the staff member resumed full time class duties the expertise would be retained in the school. The subject areas that were included were literacy, mathematics, science, music and computer education.

Following the conference at Toodyay in 1986 it had been reported that the colloquium process had been introduced into many Catholic primary schools. By August of 1987 over 500 teachers had experienced its benefits. Sr Anna Warlow who had been seconded to the CEOWA to coordinate the program returned to Canberra. Special thanks were given to her at the AGM for the outstanding work she and her assistant Joy Bresser had done in introducing this positive process to West Australian Catholic schools.

Catholic Education Conference

No conference was held in 1987 due to the statewide Catholic Education Conference organised for September. Held over three days, the conference was the first to be organised in over ten years and involved members of the entire Catholic education system.

The aims of the conference were threefold:

- To contribute to the morale and cohesion of Catholic education and the understanding of its vision and direction
- To inform the Catholic education community about current major developments in Catholic education
- To review issues of importance for the future of Catholic education in Western Australia.

The conference was a great success and proved to be a valuable opportunity to come together as an entire learning community working towards shared goals.

New connections: Sister schools

The isolation of regional schools continued to be a significant issue. For some time John Borserio, who was principal of St Brigid's School in Bridgetown, had been researching the concept of a 'sister school' partnership program to link regional and metropolitan schools. The following is an extract from an article published by John in the April newsletter of the CPPA.

> *In 1950, 95% of the staff in Catholic schools were priests or religious from large teaching orders and within the structure there was a constant flow of staff, both experienced and inexperienced, within the state. In comparison in 1987, more than 90% of staff are lay teachers and, by virtue of their independence, they bring a different richness to Catholic education. However, some problems were starting to develop. The main problem being that country schools were invariably staffed by young graduates who, although abounding in enthusiasm and energy, lacked experience. It was hoped that the Sister Schools' Scheme would be an extension of the concept –We are all part of God's family. Teachers in city schools do have the opportunity to meet with their colleagues to discuss areas of interest and concern and to be supportive of each other. However, in country schools this interaction is not there and a feeling of professional and pastoral isolation may develop. It was hoped that the Sister Schools' Scheme, which was being introduced in an informal way, would enable a school to link up with another school with their particular interest and be supportive of teachers in that school.*

Enthusiasm for the scheme resulted in 20 primary schools being linked up by the end of August. Interestingly four of these were Kimberley schools.

A home on the hilltop: New premises and a new structure for Catholic Education

In May of 1987 the new CEOWA premises in the former Good Shepherd Convent in Leederville were officially opened by His Holiness Pope John Paul II. The move to the new site brought together on one site the CEOWA, the Department of Religious Education, the Catholic Pastoral Institute and the Religious Education Resource Centre.

Around the same time as the move to the new 'hilltop site', Archbishop Foley wrote to the Executive requesting the views of the CPPA on a draft document entitled 'New Structures for Catholic Education'. The proposal was the result of a major reevaluation of Catholic



The new Catholic Education Centre was opened by Pope John Paul II in 1987

education in WA by Dr Tannock who had submitted a comprehensive plan for restructuring which included:

- A Catholic College of Education for the training of teachers, nurses, social workers and emerging forms of ministry
- An Institute of Adult Education for diocesan programs and parish programs at pastoral level or parish and regional level
- A Catholic Library
- A Catholic Education Office.

Each of these organisations would have its own director.

After carefully studying this document the Executive, on behalf of the CPPA, responded to the Archbishop with the following statement:

> *The Executive of the Catholic Primary Principals' Association endorses the proposal to set up a Board of Catholic Education in the four areas specified and the proposal that taskforces be set up to further investigate and negotiate the functions of each of the bodies.*

The CPPA did have some concerns which were noted and passed on to the CEOWA. The principal concern was that the decision to go ahead with the proposal had already been made before consultation with relevant stakeholders.

Addressing ongoing issues

The Executive met with Dr Tannock twice during the year to continue discussion on a range of ongoing issues for primary principals. These included:

- **Teacher Housing**
  Dr Tannock stated that he had approached the State Government regarding interest subsidies for teacher housing but had not had a response up to that time. He pointed out that it was the responsibility of the parish and the diocese to provide accommodation in regional areas and not the responsibility of the school.

- **Computer education**
  A policy on the introduction of computers in schools and computer education had been drawn up by Elizabeth McKenna and Richard Cavanagh who had been active members of the committee of the Catholic Schools Computer Resource Centre. Increased support was being provided for teachers who wished to attend courses at the non-government schools computing centre.

- **Principals Contracts**
  The issue of principals' contracts continued to be a fraught one and an extensive panel discussion was held on this matter at the August AGM. The current situation was that principals were on 12 year contracts, with a review after two years and again after a further five years. At the conclusion of the 12 year contract, when the position had to be advertised, the retiring principal could re-apply. There was a concern among the Executive and members that there were 12 principals whose contracts were ongoing. This group was referred to by principal colleagues as 'the Twelve Apostles' and the perceived favoured status contract-wise was causing considerable anxiety. The Director pointed out that under the review process all contracts would be reviewed and that these 12 principals would have their contracts renegotiated following their review.

  The Executive also pointed out that principals needed to be guaranteed employment within the Catholic education system on completion of their contract if they were not successful in obtaining another principalship. Dr Tannock agreed to this and also agreed to provide for a two year salary continuance, however he stressed that the CEOWA could not guarantee the salary or the level of employment. Schools would also have to agree

to employ these principals. The school employing such a person would not be required to be responsible for the salary cushion.

In addition to these ongoing concerns, a number of new issues raised by members were discussed. These included:

- **Attendance at meetings**
  Member principals had repeatedly raised with the Executive the ever-increasing demand to attend meetings. Dr Tannock said he would review this and see if a greater degree of cooperation or coordination could be adopted.

  The CEOWA had also requested principals to sit on various work parties and committees, some of these short-term, but many for substantial periods of time. Nineteen primary principals were currently volunteering their services in this capacity and still more were required. While this was an extra burden for principals who were already heavily committed in their schools, it was a great testament to the value the CEOWA now placed in seeking input from the schools.

- **Purchasing stock from government stores**
  The Executive advised that some schools were having difficulties with purchases from government stores. Dr Tannock advised that a letter had just been received stating that schools could now purchase goods on invoice.

- **Auditing of books**
  Dr Tannock advised that from 1987 all schools would be required to have their finances audited.

- **Country schools consultant visits**
  The executive raised the concern that there were only two CEOWA consultants for the south-west region. The Director stressed that principals in this area should be aware of the key consultants in the CEOWA and contact them directly. He suggested that principals in the south-west take action to overcome the problem of isolation by holding their own gatherings like their colleagues in the Kimberley and Geraldton Dioceses, who met twice a year.

- **Principals being required to teach**
  Dr Tannock made the following points as to why he believed principals should do some teaching:

  - To keep in touch with children and the process of teaching
  - To position themselves as a active leader in the school community
  - To have a participatory model within the Catholic education system
  - Because principals are the first educators within the school.

  He did acknowledge however that compromises in this area needed to be developed and promised that the CEOWA would try to coordinate its activities so that undue demands would not be placed on principals. He committed to developing guidelines that would allow for flexibility.

- **Class sizes**
  Dr Tannock advised that a policy was being drawn up in this regard. He stressed that within these guidelines schools would be able to retain their flexibility.

Mending bridges

The APPA and ACPPA conferences were held in Melbourne in 1987. In an attempt to improve relations between the Catholic primary principals and WAPPA, Pat Higgs convened a joint meeting of delegates at St Benedict's School in Applecross prior to their departure for Melbourne. This forum enabled both groups to meet socially and discuss the APPA conference agenda. This was a great move forward and the relationship between the two associations improved considerably as a result.

The national APPA Conference attracted over 120 primary school principals from all Australian states with visitors from Fiji, New Zealand and Papua New Guinea. A highlight of the Melbourne Conference was the victory of the CPPA in the 'APPA Joke of the Year Competition', with Jim Smith taking out the top prize on behalf of the West Australian Catholic contingent.



Changing habits – lasting values: Bicentenary 1988

The year 1988 was Australia's Bicentennial Year and a major celebration involving pupils from Catholic primary and secondary schools from across the state was held at the Catholic Education Office on Sunday 20 March. The theme of the celebrations was 'Changing Habits – Lasting Values'; a fitting tagline for the achievements of Catholic education in the state over almost 150 years.

The celebratory spirit of the Bicentenary carried over to the fifth national ACCPA conference in Canberra in May, which took as its theme 'Dreaming the Future'. Over 130 principals gathered for the conference in the nation's capital, which was followed immediately by the 15th annual APPA conference. The theme for this gathering was 'Today's Children – Our Primary Link with the Future' and featured a broad representation of the government, independent and Catholic education sectors. A CPPA member at the beginning of his first principalship commented on the great feeling of camaraderie that was evident, saying that he felt a great sense of hope for education into the future.

This sense of hope also infused the CPPA annual conference later in the year. Held at the Point Walter Recreation Centre, the conference was themed 'A Person for all People' and included a significant number of members from remote areas.

Despite the pervading celebratory spirit of the Bicentennary, 1988 was undoubtedly a year of tight financial constraints. The Schools Resources Committee received submissions from 40 schools for building projects totalling $15 million, with only $3 million in funding available. Dr Tannock asked the Executive to convey to members that they needed to convey the realities of the financial situation to their school boards. He stressed, at his final meeting with the Executive for the year, that the 1989 budget would be even tighter.

Chairman, Pat Higgs, in her final newsletter in 1988, wrote: 'We had been continually confronted with how tight our budgets will be in 1989, but upon reflection we seem to be continually facing funding issues and yet we survive.'

Another major challenge of the year was the implementation of the new Religious Education Guidelines, which were finally ready. Religious Education Coordinators were given a two day inservice and then returned to their schools to share their learnings with the staff. Despite the expected run of queries, concerns and 'teething problems' the Guidelines were being effectively implemented by the end of the year.

The practice of holding official consultation days with the CEOWA continued, with three forums held in were held in February, June and October. Dinner meetings of the CPPA were held on the same day. The Executive continued to meet with Dr Tannock on a regular basis throughout the year.





A new charter: 1989

The CPPA had now been in operation for over a decade and both the Executive and members felt it was time to revisit the association's mission and charter. Under the leadership of Anne Nolan, who took over as chairman due to Pat Higgs' ill health, the Executive held a meeting in March to discuss and establish a new charter for the CPPA to take it into the next decade and beyond.

The following future directions for the CPPA were agreed upon:

- Becoming more active as a professional body of educators;
- Tendering comment upon education issues at state and national level
- Becoming more representative of the Catholic primary principals of the state
- Investigating the need for professional development and identifying and addressing those areas of greatest need

- Investigating the need for a systematic and effective approach to the question of faith development of both principals and staff
- Consideration of the employment of principals and teachers in light of the Gospel message.

The Executive decided that the issue of faith development would be a priority for the year and a working party was established this area in depth and make recommendations on future directions. Tony Giglia chaired this important group and Dennis Hall, Sr Marion Beard, Margaret Woods, Mark Hales and Christine Edwards all volunteered their services. In addition to this working party, Anne Nolan exhorted members to put up their hand for a wide range of other working parties and committees as there were over 20 positions that needed filling from the ranks of Catholic primary principals.

Another structural issue that arose for the association was the matter of representation on the Executive. Concerns about representation had been expressed as far back as 1982 when it had been suggested that each region nominate a representative to serve on the Executive for a specified period. The issue was tabled for discussion at the AGM. In 1989 the Executive was fortunate to have three regional representatives and it was a recognition of the importance of this kind of broad representation that saw the matter raised again.

Responsibility for the popular CPPA newsletter, which had been skillfully produced by Sr Jilyan Dingle for many years, was handed over to Kath Rooney, principal of St Joseph's School in Bunbury. Kath agreed to take on this significant responsibility and expressed her desire to include articles from all four dioceses over the course of the year.

The annual conference and AGM were held in September at the Point Walter Conference Centre. It was very successful forum despite the fact that principals from the Kimberleys were not able to attend due to a pilot strike. Unfortunately this pilot strike resulted in the cancellation of the ACPPA and APPA conferences scheduled to be held in Alice Springs in October. The cancellation of these two conferences resulted in a significant impairment in communication between the states, which in turn affected the publication of TOPICS for the year.



A new decade begins: 1990

The year 1990 saw the Executive, under the leadership of Tony Giglia, actively pursue and resolve several issues that had been ongoing concerns for members. One of the most significant of these was the contract of employment for principals. In March the Executive was presented with a proposed new contract of employment for feedback and critique. After several months of discussion with the Director, relevant CEOWA staff and the Catholic Secondary Principals' Association, a final draft was approved in November.

The CEOWA also agreed to address two other significant issues: the principal review process and the schools review process. The Executive was asked to recommend over 20 principals for involvement in a range of working parties and sub-committees to comprehensively investigate these important and complex issues.

Spiritual formation for principals was another area where progress was made in 1990. A ten-day course was organised by Sr Mary Ronayne at Saint Charles Seminary in Guildford. Due to the perceived value of this opportunity, the Executive recommended that the CEOWA provide this sort of development on an ongoing basis.

Progress was also made in the field of computer education, an ever-expanding area for schools. The Executive requested that the CEOWA appoint a consultant to assist schools with the use of computers in administration. Deputy Director Sr Joan Buckham informed the CPPA that Sam Oriti would be moved to Computer Services to assist in this area.

In one of his meetings with the Executive in 1990, Dr Tannock expressed his serious concern over the gender drift in principal appointments, stating that if this continued, the vast majority of primary principals would be male. He considered that this needed to be addressed and asked the Executive give thought to ways of improving the representation of women in leadership roles.

1990 was a highly successful year for Catholic performing arts, with the Performing Arts Festival for Schools and Colleges cementing its reputation as a highly-regarded celebration of both arts education and the talents of Catholic students. At the annual state conference held at the Karri Valley Resort in Pemberton in August, Phil Billington reiterated the importance of the performing arts program in improving the skills of classroom teachers in music, dance and drama. She expressed concern as to what would happen to the program in the future.

The year also saw the formation of a new chapter of the APPA following a meeting at Scotch College with members of WAPPA, CPPA and Junior School Heads Association in attendance. WAPPA was not prepared to forgo any of its six voting rights, nor was the CPPA prepared to give up any of its three. Hence it was proposed that one additional voting delegate should be allocated to the Junior Heads. This was later ratified at the annual conference in Tasmania.

The ACPPA conference was held in Hobart from in September, followed by the APPA conference. Due to the cancellation of the conferences in the Northern Territory the previous year, the Australian Capital Territory had continued as the national executive for the year. Sadly a further pilot strike caused disruption in Hobart, with the first keynote speaker for the ACPPA conference unable to arrive on time.



A new focus on communication: 1991

An active and sustained focus on improving communication was in many ways the focus of 1991. Early in the year, the Executive expressed to Dr Tannock the vital importance of effective two-way communication and liaison between principals and the CEOWA. While this was certainly occurring through the meetings between the Director and the Executive and also through the involvement of primary principals in a range of office-run committees and working parties, the Executive advocated more personalised liaison between principals and CEOWA staff.

A focus on improving communication with members resulted in an overhaul of the CPPA newsletter. This newsletter was re-badged with the title 'Flashes of Brilliance', which came out of an Executive meeting where chairman, Tony Giglia, called for suggestions for an inspiring new title. Given the dearth of bright ideas, he commented that 'Flashes of Brilliance' might be appropriate! Michael Smith took on the role of editor and established a network was established so that regional colleagues could contribute on a regular and systematic basis. A range of other new features were also introduced.

During conference proceedings John Willett and Jim Smith agreed to once again take responsibility for producing the national newsletter TOPICS, with Phil Quin joining the editorial team the next year. Under the direction of this talented trio, TOPICS returned to being the outstanding publication it had been when first produced in the west.

A new Catholic institution: The University of Notre Dame Australia

On 2 July 1991 Peter Tannock's long-cherished dream came to fruition when the University of Notre Dame of Australia was proclaimed a Catholic University at a special Mass followed by an inauguration ceremony held at the Perth Concert Hall. Professor Tony Ryan, the new Dean of the College of Education, wrote the following in an article published in 'Flashes of Brilliance':

> *Enrolling in the University of Notre Dame Australia in 1992 will mark a special point in the history of the Church in Western Australia. Building on the excellent foundation of our Catholic primary and secondary school sectors, UNDA will extend the Church's Education Mission across the full spectrum of formal education from early childhood to the upper reaches of university education. Pioneering this new frontier will be the College of Education, the first of five colleges planned for the university as a whole.*

Catholic principals were particularly excited about the tremendous opportunities for professional and spiritual development that would be available at the new university. Discussions took place on several occasions with representatives from the University to explore this and members eagerly attended open days at the beautiful Fremantle campus.

A focus on school effectiveness

Always responsive to the interests and concerns of members, the Executive decided to focus the annual conference on the significant issue of the relationship of the principal to school effectiveness, with a special emphasis on curriculum leadership. Held at the Atrium Resort Hotel in Mandurah, the resulting gathering proved to be a highly stimulating forum which was commended as an outstanding professional development opportunity. Over 80 principals from Albany to Turkey Creek and numerous locations in between attended the conference.

A number of members also attended the ACPPA and APPA conferences in Sydney. Following the discussions held during the APPA conference in Hobart in the previous year on ways to make the WA Chapter more active, several meetings including a dinner meeting were held during the year. This resulted in a statement on a national curriculum being prepared for discussion at the national conference.

Continuing the good work

Significant progress continued on a range of ongoing issues. Despite considerable progress, contracts of employment continued to occupy much of the Executive's time at meetings and at special consultations with CEOWA. This continued well into the year when arrangements for superannuation needed to be finalised as well as the delivery and signing of contracts. This issue proved to be difficult and time consuming as the Executive attempted to reflect the views of the majority of members.

Work continued on refining the principal review process, with extensive input from primary principals. In an article published in TOPICS, Tony Giglia wrote the following:

> *At the chalk face, many principals have been involved in the new review process for principals. This new process is being trialled for two years and involves wide ranging data gathering procedures and our fellow principals as peer reviewers. The process is the result of CEO staff and principals on a working party. Our own Association executive was also consulted on a regular basis as the process was being put together. Most reviewers found the process to be searching and exhaustive on one hand, yet supportive and reaffirming on the other.*

A continuing focus was taken on spiritual formation for principals and during the year a number of members attended one of the two ten-day spirituality courses offered at St Charles Seminary exploring the field of 'Spirituality for Pastoral Leadership'.

During second term the Executive agreed to sponsor and promote a professional development day for the increasingly popular Learning Assistance Program. The day was a great success with large numbers in attendance and as a result of this a three-day professional development program was sponsored in fourth term.

The year ended on a sad note with the passing away of Pat Higgs, who succumbed to her battle with a long illness. The following tribute was published in 'Flashes of Brilliance':

> *Mrs Pat Higgs passed away on 10 November 1991 after a long illness and much suffering. It was indeed fitting that Pat was presented with the Inaugural Award for Meritorious Service which this took the form of a small shield and gift. As principal of St Benedict's School in Applecross, she was often at the forefront of educational innovation and administrative practices.*





Professionalisation and development: 1992

Returning to the position of chairman in 1992 after an absence of ten years, John Willett noted what he viewed as the major areas of change for the CPPA since he was last in a leadership role. In his view, the major changes were:

- The tremendous increase in papers requiring a response from the CPPA
- The ever-growing demand for members to sit on working parties
- A change in focus towards addressing industrial issues for principals.

In addition to these three changes was the undeniable fact that the CPPA has professionalised as an organisation considerably since its inception. With this professionalisation and the increased administrative workload came the need for secretarial support. John Willett instigated a survey of members regarding their thoughts on creating a position of Executive Officer to take on a substantial part of the administrative work of the CPPA. The majority of members supported this move and at the May Executive meeting the following motion was carried unanimously.

> *That the Executive appoint Mr. Graham Green as Executive Officer of the CPPA from the 1 June 1992 to 11 December 1992. At this time allocation being 4 hours per week, a total of 126 hours for 1992 and a Duty Statement as determined by the Executive at the hourly rate of $35.00 per hour including cost for fax, STD and postage.*

A duty statement was later prepared and read as follows:

- to prepare agendas, advise members of notice of meeting and details, prepare draft minutes and write follow-up correspondence and facilitate actions lists relevant to the CPPA Executive meetings, general meetings and annual meetings

- to attend consultation meetings as Executive Secretary, to prepare draft notices and minutes and to attend to follow up actions and correspondence

- to read and study discussion papers and reports etc and to research topics and prepare notes in response to questions raised by the paper or by the Chairman of the CPPA

- to prepare particular matters or to arrange details for special events such as conferences and retreats

- to provide executive support to sub-committees or to ad hoc work parties as directed by the Chairman

- to undertake consultation with other organisations or agencies as directed by the Chairman or to undertake educational research.

Schools were levied a fee of 25 cents per students to cover the costs of employing the Executive Officer for the year. By the end of the year it was generally agreed that the position was of

considerable value to the CPPA and in particular to the President and Secretary. It was moved that the position be continued into 1993.

John Wilett also raised the question of the title of 'Chairman', pointing out that similar organisations referred to this position as 'President'. This proposition was discussed and accepted and the constitution amended accordingly.

Connections with the University of Notre Dame Australia

From its very inception, the new University of Notre Dame Australia (UNDA) had made clear its desire to form a cooperative and mutually supportive relationship with the CPPA. Early in the year a proposal was tabled from the University suggesting the establishment of a Primary Principals' Consultative Liaison Committee consisting of Professor Tony Ryan, Mark Hales (the UNDA Development Consultant) and four primary principals. The proposal was accepted and a committee formed in March. The newly appointed committee began meeting regularly to address details of the proposed UNDA Program for 1993 and to consider ways that the two organisations could assist each other. The executive strongly urged principals to establish a 'Friends of Notre Dame' group in their schools. During the year Mark Hales visited all Catholic schools in Perth talking to groups within the school community and outlining strategies designed to develop support for the University.

One of the first matters addressed by the liaison committee was the planning of a pre-service Bachelor of Education to be offered by UNDA to students graduating after their three-year teaching training. This model was finalised by the end of the year, with the launch of the program planned for 1993. In his report to the APPA conference that year, John Willett wrote:

> *By the fact that principals have had a part in planning the course, it is hoped that the program will better serve the needs of the schools and the students. The first offering of the University's Masters Degree has been taken up by several primary principals.*

At the Executive meeting in September, John Willett commented on the outstanding cooperation between the ACPPA and the APPA delegates who had met prior to leaving for the conferences on the Gold Coast. The conferences were held from the 27 – 30 September. The three voting delegates for the APPA Conference were John Willett, Jim Green and Tony Giglia. John Willett also advised that he had been named as the Liaison Officer for the APPA

1993 conference in Perth and that the Treasurer would be appointed by the Junior School Heads Association (JSHA).

In his report to the APPA conference John Willet commented on the fact that the forthcoming ACPPA and APPA conferences scheduled in Perth for 1993 had enabled the growth of the WA Chapter of APPA to flourish and that the cooperation between members of WAPPA, JSHA and the CPPA in the planning stages for the conference had laid firm foundations for future development of a Chapter.

The Executive continued to meet regularly with the Director of Catholic Education, discussing a range of issues including:

Funding for teacher librarians in single stream and smaller schools

Principals were expressing a growing concern over the inadequate funding for teacher librarians in single stream and smaller schools. The current funding was insufficient for the administrative component of the role, meaning that the professional teacher librarian duties were not able to be fulfilled. This matter was raised with the Director and a recommendation made that funding priority should be given to additional support in this area for single stream and smaller schools.

Principal appointments

The issue of whether a principal should serve a specified period of time before qualifying to apply for a new position was raised. The Director's response to this was that there was no policy on this nor was one likely to be forthcoming. He felt that a principal should stay at a school for a reasonable amount of time, preferably no less than two years. More specifically he stated that Kimberley schools require two to three years' service, preferably longer. Most country schools required four to five years' service and metropolitan schools six to eight years. He pointed out that there were always exceptional cases and that the system should remain flexible.

Concern was also raised about assistant principal appointments and the current situation where individual schools devised their own contracts for these roles. Dr Tannock agreed to have a standard contract developed.

Religious Education program

Many members had expressed their concerns about the current Religious Education program for primary schools. This was raised with the Director and John Willett later had discussions with Fr Holohan who suggested that the Executive circulate a questionnaire to determine what the real concerns were. A work party comprising three principals, three Religious Education coordinators and three teachers was established with plans to develop a comprehensive report by the end of the year.

Spiritual development for principals

A Spirituality Committee had been established by the CPPA and concerns had been raised by members about the difficulties for regional schools in attending spiritual formation courses, the primary barrier being meeting the costs of registration, travel and funding replacement staff.



The only exclusive events for ACPPA members were the Conference Mass and the AGM, which were held on the first day and set the tone for the conference. Opportunities were provided for daily prayer and Mass. The unprecedented generosity of Catholic principals, in conjunction with financial support from the CEOWA, resulted in all Kimberley principals being able to attend. Functions were designed to allow principals from all systems to mix professionally as well as socially.

In his summary of the 1993 conference, Dr John Hattie stressed the value of being active members of professional associations, stating:

> *Through active state chapters of the Australian Primary Principals' Association we can contribute to educational progress and policy-making by harnessing our collective energy. By optimism, challenge of all premises and willingness to innovate, we can work with colleagues to improve the quality of education and enhance our own schools by striving for excellence in practices. Then as now, primary education will truly be worth celebrating.*

The first combined conference had been an outstanding success and attendees, organisers and guest speakers all commented on the valuable synergies that had been created. Future combined conferences were planned for Adelaide in 1994 and Melbourne in 1995.

The elections for the ACPPA Executive, which were held at the conference, saw a Western Australian principal, Jim Green, elected to the position of national President. Additionally, Greg Wyss was elected Treasurer and John Last, Secretary. The CPPA was certainly fulfilling its goal of increasing its national voice and influence.

The Australian Principals' Associations' Professional Development Council

For many years the CPPA had been lobbying for greater emphasis on and support for professional development for principals. A significant landmark in this ongoing quest was achieved in 1993 with the establishment of the Australian Principals' Associations' Professional Development Council (APAPDC).

The role of the new cross-sectoral national body was fivefold:

- To advise on the provision and further development of professional development for principals
- To perform a brokering role in relation to the design, implementation and evaluation of certain projects
- To provide advice on the quality of the proposed programs
- To ensure equity of provision of the proposed programs
- To sponsor programs where appropriate.

Through its constituent members, APAPDC embarked upon three major projects in 1993. These were:

1. Identification and development of a core of better practice for principals' professional development.
2. The establishment of a national program of professional visits for principals encompassing arrangements relating to exchanges, secondments, mentoring, shadowing and study leave.
3. The coordination of workshops for principals on national priorities in schooling and other issues of interest.

Primary principals across the country were delighted with the promising beginnings of the new organisation. An article published in TOPICS stated:

> *The APAPDC is a significant new development in Australian education and its activities should lead to an ongoing higher profile for principals' associations including a more important role for them as professionals and quality control of principals' professional development programs and in the leadership in Catholic schools.*



An ever-increasing workload: 1994

The Executive, which now consisted of 13 members under the leadership of President Janet Purcell, was becoming increasingly concerned with the growing workload and responsibilities of the association. The President stressed to members that the focus of the CPPA was professional, not industrial. Despite this desired focus, the Executive was frequently required to play a significant advisory role in industrial matters.

To enable the ever-increasing workload of the Executive to be dealt with effectively and equitably, five subcommittees were formed. These were:

- Professional development.
- Curriculum
- Pastoral/public relations
- Social
- Employment issues.

The Executive continued to meet regularly and at length with the Director of Catholic Education, dealing with a wide range of matters including:

- Placing principals on work parties
- Conditions of employment of lay principals in Catholic schools
- Professional and pastoral support for principals in small country schools
- The role of the Social Worker Coordinator
- Legal issues including duty of care responsibilities
- The *Industrial Relations Reform Act*
- Workplace reforms in Catholic schools.

As part of a renewed focus on communication with members, the Executive introduced a new practice of sending out a monthly newsletter containing a condensed version of Executive minutes to every school a fortnight after the Executive meeting. In order to make the newsletter more interesting a range of new features were introduced including a regular feature highlighting special events in members' lives as well as a section for coming events and special interest items.

The focus on professional development continued and a professional development day was organised by the Executive at Newman College Junior School in August. Over 45 principals and assistant principals attended the day and gave enthusiastic feedback as to its value.

A particular challenge of the year for the CPPA was looking at ways to address the wellbeing of principals in the remote Kimberley region. Enabling these principals to attend professional development days and conferences was seen as an important part of this. The CEOWA was supportive of efforts to assist principals in isolated areas and helped the CPPA to fund the attendance of all Kimberley principals at the 1994 conference and AGM held at the Atrium Resort Hotel in Mandurah in September.

Cementing national relationships

As a result of the highly successful 1993 combined national conference in Perth it was decided to formalise a Chapter of APPA in WA. The official launch occurred on 3 July at the Sheraton Hotel. A local Chapter Secretariat of six members was formed with Shane Baker as President. Leslie Wunnenberg was also elected as member.

The second combined national conference was held in Adelaide in October. As 1994 was the International Year of the Family, the conference took as its theme the concept 'In Our Hands'.

At the AGM of ACPPA approval was given for a major structural change to the Executive in order to facilitate better communication between states. A national Executive Committee was elected to hold office until 1997. It consisted of a President, two Vice Presidents, Secretary, Treasurer and a representative of each affiliate. Shane Baker was elected Secretary, ensuring that WA would continue to have a voice at a national level.

Allocating funds

From an organisation that had started on a shoestring budget, the CPPA now found itself in the position of having a sizeable reserve of funds totally approximately $16 000. In response to a directive at the AGM, the Executive created a subcommittee to consider proposals to best utilise these funds. Proposals that had been received included:

- Developing a unit scholarship at UNDA and offering support to principals studying at other institutions
- Allocating more funds to professional development
- Providing additional support for the annual conference
- Providing funding for end-of-year functions
- Funding research
- Funding study leave
- Funding an exchange program.

A busy year

1994 was pronounced by all to have been a busy and productive year for the CPPA and for primary leaders across the country. In his capacity as President of ACPPA, Jim Green wrote an article in volume 4 of TOPICS, a section of which is quoted below:

The past year has been a challenging one for our association and for your executive in particular. Two key goals I believe we should pursue are a voice in the political arena and the recognition and pursuit of evangelical mission. If we are to achieve the best educational opportunities for the children in our care we must have a voice at the national level to increase funding to our schools and to help direct capital towards areas of greatest need. The two key bodies that can provide such a forum are APAPDC, which controls significant funding from the quality schooling program of DEET and the national Catholic Education Commission which is the main voice to government on the funding and program of Catholic schools.

We are already represented on the APAPDC from the membership of the Australian Principals' Association and are moving closer to relationships with the national Catholic Education Commission. Representation on these two bodies provides us with appropriate avenues to become a voice at the national level.

The pursuit of our evangelical mission happens daily in our schools and we strive to make Christ's message real to our school communities. At the national level we can achieve this mission with our colleagues from APPA and JSHAA in annual conference as we have done recently. However in support of the combined conference concept I believe we must be ever vigilant in retaining our Catholicity. This must be evident in the content chosen for the conference, the celebratory nature of the conference mass and most importantly the way in which we relate to our colleagues in other sections.





Taking stock: 1995

In early 1995, the Executive decided that it was time to review the CPPA constitution and consider if the aims still fully reflected the needs of Catholic primary principals as education moved rapidly forward into the 21st century. This proactive willingness to review and re-examine was becoming an important feature of the association. Determined that the CPPA would not become stagnant or irrelevant, the Executive consistently committed itself to 'moving with the times'.

One of the changes recommended to the constitution was the introduction of a Vision Statement for the CPPA. The following statement was adopted:

> *The Association, inspired by the Gospel, is committed to the educational mission of the Church. In the spirit of justice, service and love, the Association aims to support its members who have been entrusted with this Mission.*

Several other minor changes were also introduced to the constitution. One of these was to remove the requirement that a conference be held at a country venue every three years. This deletion would give the Executive more flexibility and the ability to secure one venue for several years, without ruling out country venues.

An added paragraph was proposed, which read: 'The executive committee will be vested with the right to enter a contract with other persons or organisations as considered necessary and shall fix duties, conditions and remuneration of the persons involved'. This would enable the Executive to employ an executive officer.

The word 'Chairman' as it appeared in the constitution was also officially replaced with 'President'. The term President had been used by the John Willett in 1993 and then again by Janet Purcell in 1994 and 1995 but the change had not been made to the constitution.

As part of the ongoing efforts to create community and connections among members, the Executive also initiated the tradition of producing a brochure with a photograph of each member of the Executive, their contact details and the liaison region or regions they represented. This was included in a welcome pack for new principals containing a welcoming letter, and outline of the aims of the CPPA, membership requirements and background information on the association.

A focus on sub-committees

The distribution of the ever-increasing work of the CPPA to a range of smaller sub-committees continued in 1995, with members agreeing that this was a much more effective way to discharge duties. In 1995, the following sub-committees were in operation:

Pastoral Sub-committee
This committee welcomed new members as well as forging and enhancing connections with existing members, including sending cards to members who had been unwell or had suffered the loss of a loved one.

Conference Sub-committee
This group was tasked with the organisation of the annual conference – no small feat as the conference had become a significant avenue for the spiritual and professional development of school leaders.

Professional Development Sub-committee
The highlight of the year for this committee was the facilitation of a professional development day in June entitled 'The School and the Law' and presented by Dr Peter Williams. Around 60 members attended and comments were that it was a most practical and informative day.

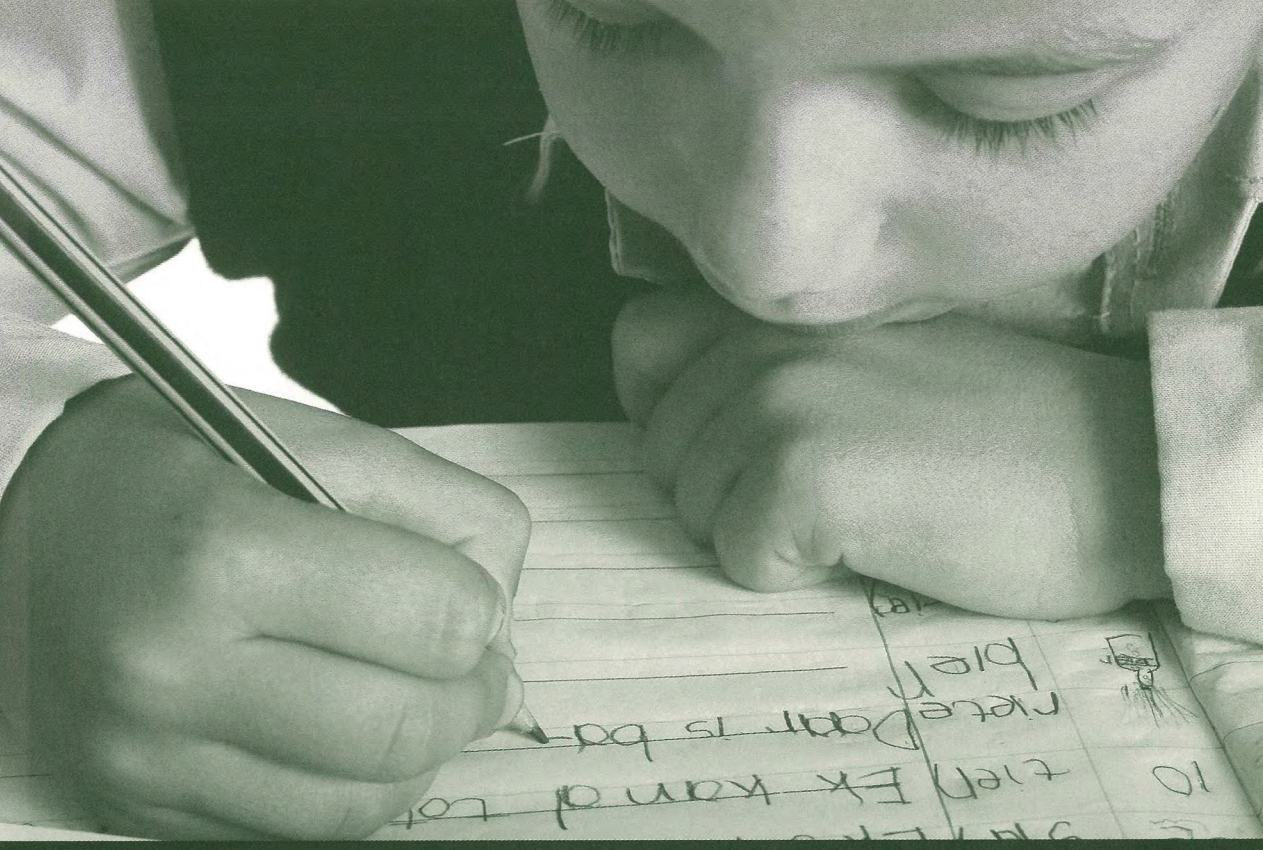
Employment and Policies Sub-committee
A focus of this group for the year was the arrangement of discussion and input around changes to long service leave provisions. Over 80 members were involved in this process, however, it was the conditions of employment for lay principals in Archdiocesan-accountable schools that received the most attention during the year. The Executive met with the Director of Catholic Education and a specially formed advisory panel on three occasions before an agreement was reached. The CECWA finally released an official document at the end of the year to take effect from the commencement of 1996.

Curriculum Sub-committee
This group's focus for the year was the introduction of kindergarten into Catholic schools. Government schools were proposing to bring kindergartens on site for the start of the 1999 school year. The group was also involved in discussions on Student Outcome Statements.

Social Sub-committee
This committee organised the annual social program, linking it to the CPPA's schedule of events for the year.

As the workload of the association increased with every year, the sub-committee structure would continue to be an effective way of sharing duties.

Eric Chidlow was elected President for 1996 and 1997. Following the election, Jim Green, who was the immediate past President of ACPPA, explained that this body now had a more effective executive with each state having one voting representative. Furthermore, each association was responsible for funding its own representative. He suggested that the new President might prefer to become the CPPA's representative next year. Eric agreed to consider the suggestion.



Continuing the good work: 1996

Under the leadership of new President Eric Chidlow, the Executive opened the year with a further change to the constitution. For some time, the issue of whether those holding the position of Head of Primary should be entitled to be members of CPPA had been a matter of concern and debate. John Last had spent considerable time and effort gathering input from members on this issue and finally in 1996 a decision was made that only those holding the position of principal would be admitted. There was to be no change to those holding the position of Head of Primary who were currently members of the CPPA. Many of these individuals had contributed considerably to the association.

The following changes were made to the constitution: The phrase 'or teacher in charge' from the membership criteria and the section specifying membership eligibility was changed to read: 'Membership is open to all Principals of Catholic primary schools'. A further sentence was included stating that: 'Associate membership is open to heads of primary in Catholic schools (1996) until they conclude their tenure at their current school'. Notice was given that it was proposed that another motion would be put that the Heads of Primary in Catholic schools be extended an invitation to attend professional development provided by the CPPA.

Extensive consultations with the Director and other relevant CEOWA staff were held throughout the year, with the following issues discussed at length:

- Enterprise Bargaining Agreements for Teachers
- Models of delivery for Accreditation B
- Format of Principals' Forum Days
- Salary packaging for principals
- The abolition of the role of Performing Arts Coordinator
- Change of entry age in primary schools
- Individual insurance for students
- The Health syllabus.

Financial matters

The year also saw the appointment of Sr Kathleen Hitchcock to the role of Treasurer and a greater focus on financial management and planning for the future. At the first Executive meeting of the year, Sr Kathleen gave a comprehensive outline of the CPPA's financial situation. With around $24 000 held in reserve, the association was in a strong financial position.

Sr Kathleen was adamant that the Executive begin the process of disbursing some of the substantial funds held in reserve. A previous proposal to invest the funds in professional development had been unsuccessful. As no alternatives had been offered, Sr Kathleen pointed out that the Executive had a duty under the constitution to manage the funds and, as previous moves to involve the membership in the planning were inconclusive, the Executive retained the responsibility for this.

It was agreed that the Executive would set the criteria for the disbursement of funds, exercising its responsibility to administer the affairs of the association. It was agreed that the money built up over a number of years should be made available to members for professional development. It was proposed that in any one year the Executive make available a percentage of accumulated funds for various developmental opportunities. This was in addition to the professional development already provided for the membership through professional development days and the annual conference. The funds would be managed by a panel of three members of the Executive who would evaluate each application on merit according to the following criteria:

(a) Application for the use of funds to be for principal professional development only.
(b) Each individual application for funds to be no more than 20% of the total allocation for the year.
(c) Where the funds will be used to introduce new initiatives into education and where the recipient undertake to in-service other principals on completion.

The proposal was accepted and a panel formed to process applications in 1997.

Sr Kathleen also expressed her concern that the annual conference could run at a loss, given that the previous year's conference had ended up with a shortfall of $4000. The Executive set aside $5000 to be for conference funding, however, Eric Chidlow also approached Vivian Theseira and asked him if he would be prepared to use his business acumen to help obtain increased sponsorship for the conference. Vivian's efforts resulted in the conference concluding with a surplus in excess of $2000. This resulted in a subcommittee being organised in 1997 specifically to obtain sponsorship for the annual conference.

Canberra bound and changes ahead

The AGMs of both APPA and ACPPA were held in Canberra in April. At both meetings, it was agreed that a restructuring of the respective executives was required. It was decided that the new executive of the APPA would consist of one voting representative from each system in each state. The position of state liaison officer was abolished. A special meeting was convened on August 10th in Melbourne to elect a national secretariat to consist of a president, two vice presidents, secretary, treasurer and an executive officer. The cost for the representative to attend would be met by the APPA. The ACPPA followed a similar path with the executive to consist of a representative from each state.

At the June Executive meeting the President, Eric Chidlow, nominated Shane Baker to be the representative to APPA. Shane was subsequently elected National Secretary. Shane was already the Secretary of the WA Chapter of APPA and previously had been the inaugural President.

The CPPA also continued to enhance its relationship with the Australian Principals' Associations' Professional Development Council, which had been granted a further three years government funding. With a new government coming into power in 1996 it was increasingly obvious that this council would be the body that would be listened to and through which funding would most likely become available. The APPA could see the need to be represented on this important national body and proposed to nominate four representatives: two government school principals, one Catholic principal and one independent principal.





The CPPA goes online: 1997

The year 1997 saw the CPPA embrace the technology of the 21st century and launch an online presence. A paper proposing the establishment of a webpage had been presented by Martin Barrett who was then given approval to arrange the necessary contracts in time for the launch at the state conference.

The Executive believed that the development of a webpage would enable members to communicate more effectively with each other and with the Executive and would also make the association more visible. Giham Perera from First Step Communication was contracted to develop the new online presence and the formal launch of the new CPPA webpage took place at the beginning of that year's AGM. The website was further refined and redeveloped over the coming years.

The decision taken the previous year to allocate surplus funds to members for professional development was carried forward and a Professional Development Fund Sub-committee was appointed to process applications. The inaugural committee members were Sr Kathleen Hitchcock, Roma Criddle and Shane Baker. Final approval had to be given by the full Executive.

The first applications for professional development funding were received and approved at the April Executive meeting. Red Berson received a grant of $800 to enable him to attend a Reading Recovery Course and a further grant of $1200 to enable him, Sue Fox and David Barras to attend a conference in Melbourne. This allocation of funding was an important step for the CPPA as it further established the association as an important champion of professional development for principals.

Anxious that professional development should also encompass personal and spiritual development, the Executive organised a development day focusing on 'Authentic Spiritual Leadership' and facilitated by Fr Rex Woolnough.

The long-established tradition of meetings with the Director of Catholic Education continued, with a range of matters addressed including:

- The CEOWA principal review process
- Proposed changes to Accreditation B
- Professional Renewal Leave
- Additional professional development days for schools
- General Recurrent Grants.

The financial position of the CPPA continued to be a sound one. Treasurer Sr Kathleen Hitchcock proposed that the 25c per student levy be maintained going forward into the future to cover the cost of the executive officer/minutes secretary. The motion was carried, as was a second motion to index the membership fee yearly to the CPI.

The annual conference, which was held that year at the Vines Resort, also produced a profit. This was mostly due to the significant work of Vivian Theseria and the Sponsorship Committee, which raised over $16 000 through a new structure that established gold, silver and bronze categories of sponsorship.

1998 saw a revision to the prevailing sub-committee structure. This resulted in the current six sub-committees being reduced to three sub-committees: a Professional Development Sub-comittee which also took on responsibility for curriculum issues and conference planning; a Social and Pastoral Sub-committee and an Employment and Policy Sub-committee.

For this third sub-committee it was a particularly busy and active year, with the following issues occupying much of the group's time:

- Salary packaging as part of the principal's contract
- Conditions of employment for principals
- CECWA middle schooling policy and ramifications of middle schooling on the conditions of employment for principals
- CEOWA principal review process working party.

Shane Baker again represented the CPPA on the APPA WA chapter. He continued in the role of Secretary to which he had been elected in 1996. Other members of the Executive also attended chapter meetings. Shane and David Barras continued to keep the Executive informed of developments relating to the APAPDC. It was becoming increasingly clear that this was the body that would be receiving the majority of government funding for professional development. David reported at the first meeting of the Executive in February that the APAPDC had received an allocation of $40 000 for internet training and an additional $40 000 for a leadership conference to be held in September. Later in the year they received an allocation of $10 000 which was used to establish breakfast meetings with guest speakers.

The year ended on a celebratory note with Jim Smith being awarded an APPA Fellowship at the annual dinner for his outstanding work over the years as editor of TOPICS.



A strategic focus: 1998

The year 1998 saw a comprehensive and forward looking re-examination of the role of the CPPA and sustained planning for the future, including the development of a Strategic Plan. Under the leadership of Eric Chidlow in his third year as President, the Executive was determined that the association would continue to interrogate its role so that it remained effective and responsive to the needs of members.

Steve Gibson was instrumental in spearheading many of the initiatives that were to take place during the year. Early in the year, Steve distributed three key papers that set out some bold new challenges for the future. It was seen that, to ensure the sustainability of the CPPA, the following three areas of focus needed to be taken up:

1. A Strategic Plan

It was seen as vital to establish a planning tool that would describe how the CPPA will achieve its mission by providing direction, purpose and consistency to the activities of the CPPA.

2. A Communication Network

A more participatory network of communication regarding various issues presented to the CPPA for discussion and decision making was needed.

3. Professional Development Opportunities

It was seen as important to engage the CPPA in an ongoing and regular series of professional development activities designed to develop the education knowledge, skills and professional output of its members.

The Strategic Plan

The need to develop a flexible, dynamic and future-focused strategic plan that would carry the association forward into a future full of both challenges and opportunities was agreed to be vital by all members.

An initial conversation was held with management consultant Mary Power who lead a discussion about what the strategic planning process might entail. In Mary's view, three key factors needed to be established:

1. Acknowledgement of changes
2. Where to go
3. How to go.

As part of the ongoing desire to reflect the needs of members, a comprehensive survey of members was conducted asking them to outline what they saw as the most important functions of the CPPA and what they needed from the Executive as their representative body. Sue Fox and Davis Barras agreed to formulate and manage the survey.

The three most frequently recurring responses to the survey were as follows:

- To promote personal and professional development/conferences
- To provide pastoral care for principals /act as a support group
- To deal with conditions of employment for principals.

It was interesting and encouraging to see that the original purpose for the formation of the association two decades ago – the provision of support – was still seen as a vital part of the role of the CPPA.

It was agreed to convene two formation days facilitated by Mary Power that would engage all members in a meaningful planning process and ensure that they felt ownership of the eventual plan. The formation days were held in August at the Radisson Hotel and a draft Strategic Plan was drawn up.

Funding models into the future

In line with the focus on future directions for the CPPA, it was decided to revisit the funding model of the association. The Treasurer presented three funding models for consideration. These were:

Model 1: Lower subscriptions to $45 and increase the levy per student to $1 which would give a surplus of $8900 to provide funding for the position of Executive Officer.

Model 2: A membership fee based on the environment with a flat levy on per capita. This would give a surplus of $5200 to employ an Executive Officer to the value of $15 000.

Model 3: Subscriptions would be raised to $120 and a levy of 40 cents per student applied. This would give a surplus of $1700 to employ an Executive Officer to the value of $11 000.

Following discussion, a fourth funding model was proposed and accepted. This model entailed a subscription of $100 plus $1 per student. The motion was carried and this became the new funding model going forward into the future.

A plethora of issues

As well as engaging in a comprehensive strategic planning process over the year, the CPPA also found itself addressing an enormous and varied range of issues of relevance to primary schools. Many discussions were entered into with Director of Catholic Education, Therese Temby, as well as other CEOWA staff. The major matters addressed over the year included:

National testing
The Director informed the Executive that it was expected that the Minister would sign off on the benchmark standard for Year 3 and 5 literacy and possibly Year 3 and 5 numeracy. The benchmarks for Years 7 and 10 had not yet been developed. The Director stated that it was sensible for the CEOWA to use the same regime as used by the WA Education Department. She outlined that consultation with the Education Department in relation to preparation of the full cohort testing in literacy and numeracy and that she had also requested that the CEOWA be part of the MSE Maths sampling in 1998.

Full-time pre-primary education
The government system was intending to implement full-time pre-primary education from March 1998 and the Catholic schools were anxious to know whether the Catholic system would be following suit. The Director informed the Executive that no change had been planned until 2001 when the entry age was due to change. The Director understood that a paper would be prepared on the advantages and disadvantages of the transition program and this would be forwarded to schools for discussion and input.

Government funding for special education
The Director shared her view that there was little likelihood that Catholic schools would receive additional funding, having lobbied both State and Federal Governments unsuccessfully.

Human sexuality guidelines
The Director pointed out that workshops would be available later in the year and Years 6 and 7 teachers were advised to attend.

Funding for primary and secondary schools
Ron Dullard, Head of Planning and Resources at the CEOWA, conducted a range of discussions with the Executive regarding funding. He pointed out that presently secondary schools were operating on per capita grants but that it was proposed that secondary and primary schools should both operate from a pool so that both types of schools would receive money by the end of the year. Mr Dullard warned that schools should not budget on receiving supplementary payments.

Principal review process

The CEOWA principal review process was a major focus of the year and occupied an enormous amount of time for all involved in discussions and review. Following discussions with Mary Retel, the Principal of St Brigid's College in Lesmurdie, President Eric Chidlow put forth the idea of employing an independent researcher to examine different models of review and appraisal for school leaders. Following discussion, a motion was passed to spend up to $5000 on this kind of research, which would be important in informing the review. The CEOWA agreed to match funds offered for this research by the CPPA and the Catholic Secondary Principals' Association.

Initial difficulties were experienced in identifying a suitable consultant to conduct this much-needed research into employment appraisal models, however, eventually Hazel Day, Bill Dickinson and John Moody from Education Advice tendered successfully for the project and research begun. The findings and recommendations emerging from the research were vital in informing the development of the principal review process.

Area Guidelines and changes in primary education

An Area Guidelines working party had stressed that a broader brief was required to cater for the changes in primary education. Discussion took place on the reception of this report during which the general response was that it would be counter productive to lock schools into situations where it would not be possible to deliver a learning program relevant to the needs of the children of the 21st century.

Review of school term dates

The Review of School Term Dates Committee had canvassed members asking for feedback so that an issues paper on this matter could be compiled, with a formal submission made to the CEOWA by June. When this final submission was made on behalf of the CPPA, reference was made to three points:

- The extremely hot weather experienced at the start of the school year and the costs of air-conditioning
- The need for a change of term dates to result in children being at school for less of the hotter months
- The desire of members for the school year to finish as close to Christmas as possible.

The new CEOWA Strategic Plan

The Catholic Education Office was also in the process of developing a new strategic plan to be rolled out from the beginning of 1999. A draft of the proposed plan, which covered seven major areas, was presented to CPPA members for feedback and critique.

Accreditation B

A proposal had had been put forward by the CEOWA that Accreditation B should be a requirement in applying for a principalship. The Executive was in favour of this idea and recommended that the proposal should be implemented for principals taking up appointments in 2000. This was approved by the Bishops of Western Australia by the end of the school year.

Employee Assistance Program

The September Executive meeting saw a presentation by Heather Goddard from Access Programs, a division of Centrecare. Access is an Employee Assistance Program providing counseling assistance and support to employees on both professional and personal levels. Ms Goddard explained the advantages of being a member of the non-profit organisation and the benefits for schools in having access to professional and confidential counseling to assist with family and community problems, care transition issues, traumatic events after accidents, death, gambling, harassment and parent/child conflict. The service fee was $80 per hourly session and a registration fee of $150 per school.

It was later moved in general business that the CPPA join the program for a period of 12 months and a contract was signed by the Executive.

A strong position

It had been a challenging but highly productive year, which ended on a positive note with a the sharing of the Strategic Plan and a general feeling among members that the CPPA was well placed to face the challenges and opportunities ahead.



A strategic focus on communication: 1999

Communications – both internally within the CPPA and with external stakeholders – was emerging as an area of some concern for the Executive. Aware that effective communications structures and practices were vitally important to the functioning of any organisation, the CPPA decided to create a Communications Sub-committee to explore these issues and develop recommendations on how to improve communication.

This Sub-committee worked to produce a report to the Executive early in 1999, which was tabled at the March meeting. The report gave a realistic picture of the current state of communications. The following section is reproduced from the report.

> *The current communication structure within the Association has evolved over the years in response to the needs of various periods in its development. An inherently ineffective range of communications practices prevails at a regional level, with inadequate linkage between members, regions and the Executive. As a result, the work of the Executive is sometimes invisible to members and it is possible that the concerns of members may be insufficiently reflected in the core business of the Executive.*
>
> *The uneven development of electronic means of communication has introduced a new communication 'tyranny' to add to the two traditional tyrannies of distance and disinterest. While a coordinated approach to ICT development will, in part, address the first two, the tyranny of apparent disinterest is an entirely different proposition.*
>
> *There is a stated concern in the Executive that our voices, the voices of Catholic Primary Principals, are not being listened to in Catholic education. It is possible that this is because we are too easily heard as individual voices and not sufficiently a united voice. To further develop this voice may well be the central need of this time in the CPPA's existence.*

The communications report was distributed to members and discussed at an Issues Day held in June at Observation City.

The Communications Sub-committee came to the conclusion that most of the communications issues discussed in the report could be addressed to a large extent by the development of a comprehensive and integrated Communications Framework. The committee identified the fundamental characteristics that would need to be part of any effective Communications Framework. These were:

- It would have to meet the communications requirements of the CPPA's stakeholders
- It should make it easier for the Executive to have a position endorsed by members on any given issue
- It should be as simple as possible
- It should facilitate and promote effective two-way exchange of ideas between the Executive and its primary stakeholders

- It should reflect the rhythms of members' working time – ie be linked to annual and term cycles and landmark events
- It should have enough inbuilt flexibility to allow the addressing of unforeseen opportunities or issues
- It should utilise and promote the best available means of communication without disadvantage to 'technologically challenged' regions or schools.

A comprehensive Communications Framework was subsequently developed identifying all forums of communications, timeframes and accountabilities. This Framework, which would go on to have a significant impact on the communications of the CPPA, was launched with a trial period established, after which further feedback would be sought from members.

A concerted focus was also taken during the year on creating better links between principals in the Kimberley region. In past years principals had only met for Information Days under the jurisdiction of the CEOWA, however it was decided that, going forward, the morning of the Information Day would be devoted to a CPPA regional meeting and that CEOWA staff would only attend if specifically invited. The Executive committed to assisting to establish and support this group.

As well as the implementation of the Communications Framework, the Communications Sub-committee decided that it would further explore a range of other communications issues including: reinvigorating principals' regional meetings, clarifying communications processes with the CEOWA and reviewing the profile of the Executive Officer. The Communications Sub-committee also agreed to manage professional development applications from members.

Additionally, it was decided to take a more proactive role in ensuring that the activities of Catholic primary schools in WA were promoted in TOPICS (the national newsletter). This resulted in an article entitled 'A Defining Era' written by Steve Gibson being published in the Term Two edition of TOPICS.

Meetings with the CEOWA

The Director of Catholic Education, Therese Temby, had responded positively to the new Strategic Plan and commended the CPPA for their contribution to Catholic education. Several meetings were held with the Director and other CEOWA staff over the course of the year. The main issues addressed were:

- **The primary pool and the distribution of funds**
  The Director advised that there was currently a balance of $3 million and that half of this would be retained as contingency funds until projected enrolments where known, with the remaining $1.5 million distributed to schools during the year. A letter was submitted to the Director by the Executive suggesting that these funds could be used to support programs in early literacy, information technology or Curriculum Framework.

- **Duties other than teaching (DOTT) allocation**
  It was reported that for 1999 the allocation would be 120 minutes per week and that this would rise to 160 minutes in 2001.

- **Kindergarten**
  The Director advised that there was no option to having kindergarten at 30 students by 2001.The Education Department was aiming for resources for classes at 24 by 2003.

- **Benchmark testing**
  Results of benchmark testing in 1998 were discussed and it was advised that testing in literacy and numeracy for all Year 3 and Year 5 students would again be held in August of 1999.

- **Principal induction program**
  The CPPA expressed its desire to play an active role in the induction process.

  In addition to these topics, feedback was sought from the CPPA on evangelisation planning and the principal review process, the Bishops' Mandate review and the Visionary Schools Boards discussion paper.

Financial management

The CPPA continued to maintain its strong financial position. In 1999 discussions were held about the possibility of establishing a dedicated Finance Committee, however this would entail a change to the constitution. At the AGM the following change to the constitution was approved:

To accommodate the change in structure of the working of the CPPA, a Finance Sub – committee be established to attend to the monthly financial running of the Association. This committee will be four in number: the Treasurer and three Executive Members. Signatories will remain with the Secretariat.

At the AGM the CPPA held over $102,000 in funds and continued to resource professional development for members. With an increase in subscription fees to $100 per school plus a levy of $1 per student, the CPPA was able to maintain its strong financial position as well as employ an Executive Officer and a Minutes Secretary.

Sr Kathleen Hitchcock, who had so ably managed the finances of the CPPA for so long, was planning to retire from this role at the end of the year. Steve Gibson agreed to understudy Sr Kathleen so that he could nominate for the role of Treasurer for 2000.

Conferences

The 1999 conference was held at the Vines Resort in September 20-22 and took the theme 'Principals in the Third Millennium'. Michael Norman, Bob Hence and Sr Janette Gray presented powerful and thought-provoking addresses and all members enjoyed the social opportunities provided.

During the Term Three holidays the APPA national conference was held in Hobart with the theme of 'Creative People, Creative places'. Around 500 principals from across the country and New Zealand attended with a particularly strong contingent of over 40 WA Catholic primary principals attending.

The Catholic voice: into the future

From its inception, the CPPA had been established as, first and foremost, a *Catholic* organisation. In 1999, this issue of how to best maintain, promote and enhance that Catholic voice that was such an integral part of the association was raised again by members. It was agreed that ongoing vigilance was needed in this area, particularly with the secular and corporate tensions faced by schools and principals.

Thus the year ended on a positive note of reaffirmed commitment to this guiding force of the CPPA – an organisation which, in less than two decades since its inception, had taken on the proud role of 'the voice of principals in Catholic primary schools in Western Australia'.





APPENDICES

Principles of the CPPA

1. We are Catholic

Primary principals are an integral part of the mission of the Catholic Church
We are committed to our ministry as leaders in Catholic education.

2. We are primary

Primary schooling is the foundation of all future education
We are committed to the pursuit of excellence in primary education.

3. We are principals

Highly effective principals are essential to quality schools
We are committed to the advancement of the professional expertise and status of primary principals

4. We are association

Professional community is essential to the development of effective principals
We are committed to the provision of pastoral support for principals.

CPPA Code of Practice

The CPPA member has responsibilities in four main areas

The member is encouraged to:

1. Actively support, nurture and encourage the professional growth of fellow members
2. Serve the school and its students and support colleagues working in similar situations throughout the nation
3. Work collaboratively in the school community and represent that community in matters of leadership, impartial guidance and educational accountability
4. Partner the development, implementation and support for system policies and strategic planning in promoting school education and positive education outcomes for all students.

The member's responsibility as a member of the association

Members of our association should:

- Acknowledge that the welfare of the majority is greater than the advantage of the few
- Adhere to the policy statements and resolutions of the association and seek to change policy and decisions only through the appropriate channels i.e. at the annual conference, AGM, Executive meetings as appropriate
- Not use membership privileges for private gain
- Support the association and not misrepresent it in public discussion
- Behave in accordance with the standards of the association
- Embrace such standards and promote such attitudes towards fellow members and other colleagues such that mutual respect will result and the standing of the profession in the community will be enhanced
- Strive for the highest level of personal integrity, professional competence and professional achievement. The member should be responsible for ongoing professional growth through study, research, travel, conferences, workshops, professional coursework, collegiate networks and seminars
- Maintain consistent and timely contact with the association.

Breakdown of religious/lay primary principals in Catholic schools in WA

Year	Religious Males	Religious Females	Lay males	Lay females
1988	1	48	37	20
1989	2	44	38	21
1990	11	40	43	24
1991	12	42	46	22
1992	10	36	47	25
1993	10	32	49	26

Data supplied by the Catholic Education Office of WA
Figures for the years prior to 1988 are not available.
Figures for 1994 onwards are combined with secondary principals

Breakdown of religious/lay principals in Catholic schools in WA

Year	Religious Males		Religious Females		Lay males		Lay females	
1994	10	6.5%	36	23.4%	69	44.8%	39	25.32%
1995	10	6.6%	32	21.1%	72	47.4%	38	25.00%
1996	9	5.8%	26	16.9%	77	50.0%	42	27.27%
1997	9	5.8%	22	14.2%	81	52.3%	43	27.74%
1998	7	4.5%	19	12.3%	85	54.8%	44	28.39%
1999	9	5.8%	13	8.3%	86	55.1%	48	30.77%

Office bearers and Executive members

1976 -1979
Chairman: John Downey

Executive members: Sr Florence Sullivan, John Hollands, Meg Brough, Dawn Connolly.

1980 -1982
Chariman: John McTavish
Secretary: Tom Roberts
Treasurer: John Last

Executive members: Margaret Sleight ,Sr Jilyan Dingle, Laurie Mayne, John Willett, Br Paul O'Brian, Sr Helen Murphy.

1983
Chairman: John Willett
Secretary: Sr Helen Murphy
Treasurer: John Last

Executive members: Elizabeth McKenna, Jim Smith, Sr Maura Kelleher, Margaret Sleight, Br Paul O'Brian, Laurie Mayne.

1984
Chairman: John Willett
Secretary: Sr Helen Murphy
Treasurer: John Last

Executive members: Elizabeth McKenna, Sr Maura Kelleher, Jim Smith, Kim Baker, Sr Marietta, Roma Criddle, David Heath.

1985
Chairman: Jim Smith
Secretary: Sr Helen Murphy
Treasurer: Elizabeth McKenna

Executive members: Kim Baker, Roma Criddle, Patricia Higgs, Sr Mary O'Connor, Michael Smith, Sr Maura Kelleher, David Heath (replaced by Sr Leonie O'Brien later in the year).

1986
Chairman: Jim Smith
Secretary: Sr Helen Murphy
Treasurer: Elizabeth McKenna

Executive members: Roma Criddle, Patricia Higgs, Michael Smith, Sr Mary O'Connor, Anne Nolan, Terry Palmer, Sr Leonie O'Brien.

1987
Chairman: Patricia Higgs
Secretary: Michael Smith
Treasurer: Sr Mary O'Connor

Executive members: John Borserio, Denis Hall, Sr Anne Larney, Eric Chidlow, Sr Clare Rafferty, Sr Jilyan Dingle, Sr Leonie O'Brien.

1988
Chairman: Patricia Higgs (Anne Nolan in Term 3 and 4)
Secretary: Anne Nolan
Treasurer: Sr Mary O'Connor

Executive members: John Boserio, Denis Hall, Sr Anne Larney ,Sr Clare Rafferty, Sr Jilyan Dingle, Colin Harvey, Kath Rooney, Sr Leonie O'Brien.

1989
Chairman: Anne Nolan
Secretary: Patricia Runge
Treasurer: Denis Hall

Executive members: John Downey, Geoff Hendricks, Tony Giglia, Sr Marion Beard, Kath Rooney, Colin Harvey, Sr Leonie O'Brien.

1990
Chairman: Tony Giglia
Secretary: Patricia Runge
Treasurer: Denis Hall

Executive members: John Downey, Geoff Hendricks, Sr Marion Beard, Sr Catherine O'Connor, Jim Green, Colin Harvey, Sr Leonie O'Brien.

1991
Chairman: Tony Giglia
Secretary: Patricia Runge
Treasurer: Sr Catherine O'Connor

Executive members: Jim Green, Geoff Hendriks, Michael Smith, Sr Marion Beard, Colin Harvey, Sr Cathleen Eveston, Sr Leonie O'Brien.

1992
President: John Willett
Secretary: Michael Smith
Treasurer: Sr Catherine O'Connor

Executive members: Tim Emery, Jim Green, Kevin King, Anne Nolan, Janet Purcell, Anne Pusey, Sr Leonie O'Brien.

1993
President: John Willett
Secretary: Michael Smith
Treasurer: Greg Wyss

Executive members: Martin Barrett, Christine Edwards, Tim Emery, Kevin King, John Last, Sr Margaret O'Sullivan, Brian Preston, Janet Purcell, Anne Pusey, Lesley Wunnenberg, Sr Leonie O'Brien.

Executive Officer: Graham Green

1994
President: Janet Purcell
Vice President: Michael Smith
Secretary: Martin Barrett
Treasurer: Greg Wyss

Executive members: Shane Baker, Christine Edwards, Tim Emery, Sr Kathleen Hitchcock, Kevin King, John Last, Sr Margaret O'Sullivan, Brian Preston, Anne Pusey, Tony Giglia.

Executive Officer: Graham Green

1995
President: Janet Purcell
Vice President: Kevin King
Secretary: Martin Barrett
Treasurer: Greg Wyss

Executive members: Shane Baker, David Barras, Sr Marion Beard, David King, Sr Kathleen Hitchcock, Martin Loney, John Last, Brian Preston, Tony Giglia.

Executive Officer: Graham Green

1996
President: Eric Chidlow
Immediate past president: Janet Purcell
Vice President: Kevin King
Secretary: Martin Barrett
Treasurer: Sr Kathleen Hitchcock

Executive members: Shane Baker, David Barras, Sr Marion Beard, Martin Loney,
John Last, Sue Fox, Loretta Gibson, David King,

Executive Officer: Graham Green

Sub-committees:
Conference:
Kevin King (Coordinator), David Barras, Sr Marion Beard, Sr Kathleen Hitchcock

Professional Development:
David Barras (Coordinator), Sue Fox, Loretta Gibson, Martin Loney

Curriculum:
Shane Baker (Coordinator), David Barras, Sr Marion Beard, David King, John Last

Pastoral:
Sue Fox (Coordinator), Shane Baker, Sr Marion Beard

Social:
Loretta Gibson (Coordinator), Sr Kathleen Hitchcock, John Last, Martin Loney

Employment and Policy Matters:
David King (Coordinator), Martin Barrett, Eric Chidlow, Janet Purcell

1997
President: Eric Chidlow
Vice President: Kevin King
Secretary: Martin Barrett
Treasurer: Sr Kathleen Hitchcock

Executive members: Sue Fox, Shane Baker, Loretta Gibson, David King, Vivian Theseira, Roma Criddle, David Barras, Sr Maree Riddler, Wendy Dobra.

Minutes Secretary: Marie Boyle

Sub-committees:

Professional Development:
David Barras, Sue Fox, Loretta Gibson, Kevin King, Vivian Theseira

Social and Pastoral:
Sr Marie Riddler, Shane Baker, Wendy Dobra, Roma Criddle

Employment and Policy Matters:
David King, Martin Barrett, Eric Chidlow

1998
President: Eric Chidlow
Vice President: David Barras
Secretary: Sue Fox
Treasurer: Sr Kathleen Hitchcock

Executive members: Sr Maree Riddler, Roma Criddle, Vivian Theseira, Steve Gibson, Wendy Dobra, Kevin King, Loretta Gibson, Shane Baker, David King.

Minutes Secretary: Marie Boyle

Sub-committees:

Professional Development:
Kevin King, Loretta Gibson, Sue Fox, Vivian Theseira, Sr Kathleen Hitchcock, David Barras

Employment and Policy:
Eric Chidlow, David King, David Barras, Steve Gibson, Sue Fox

Social and Pastoral:
Roma Criddle, Wendy Dobra, Sr Maree Riddler

Newsletter:
Shane Baker

Professional Development Applications:
Shane Baker, Roma Criddle, Wendy Dobra, Sr Kathleen Hitchcock

1999
President: David Barras
Vice President: Sue Fox
Immediate past President: Eric Chidlow
Secretary: Shane Baker
Treasurer: Sr Kathleen Hitchcock

Executive members: Pat Brown, Roma Criddle, Loretta Gibson, Steve Gibson, Kevin King, Brendan Spillane, Vivian Theseira, John Walker

Executive Officer: Rommie Masarei
Minutes Secretary: Marie Boyle

Sub-committees:

Professional Development and Curriculum:
Shane Baker, Vivian Theseira, Kevin King

Employment and Industrial Issues:
David Barras, Sue Fox, Eric Chidlow

Communication:
Brendan Spillane, Steve Gibson, Loretta Gibson, Pat Brown

Pastoral Care:
Roma Criddle, John Walker, Sr Kathleen Hitchcock





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About the author

John Downey was the inaugural Chairman of the Catholic Primary Principals' Association of Western Australia. Over an extensive and varied career, John has made a significant contribution to Catholic primary education in this state. John was principal of Mary's Mount Primary School in Gooseberry Hill from 1975 to 1983, then moving to Orana Catholic Primary School in Willetton as principal from 1984 to 1990. His final principalship was at Star of the Sea Primary School in Rockingham from 1991 to 2000.

Edited by Alice Nelson

Photographs courtesy of John Willett and the Catholic Education Office of Western Australia





Catholic Primary Principals'
Association of Western Australia