

## **CPPA President's Report 2021**

I would like to begin by thanking you all for your presence here today. The Executive appreciate you being here to be aware of the work that has been carried out this year and to acknowledge those who are leaving principalship. In an increasingly challenging world, our collegiality is something that should be promoted and appreciated.

As I look back on this year, I believe much has been achieved and many of the processes and structures that have been implemented or reviewed this year should point the Association to a positive future. We began the year, as we always do, with two planning days. The Executive spent the days looking at two specific tasks. To begin to finalise the work so as to release our strategic directions for 2022-2024 and to begin work on restructuring the Executive. In the second half of 2020, Jeff Thorne was invited to work with the CPPA to develop our new strategic directions. Jeff organized a survey that was completed by 75% of members. The results of the survey helped to formulate the document that has been released today and can be found on our website. The document will help to focus the Executive over the next three years. I would like to thank Jeff for his work and to those members who were able to complete the survey. The final strategic directions document reflects the opinions of those who contributed.

Restructuring the Executive has been a carefully thought-out process, with many meetings used to organize how the new structure will work, developing the terms of reference that will guide each of the pillars and the process of reporting back to the Executive to ensure that the work of each pillar is understood and coordinated. At the Leaders' Forum at the beginning of the year, the first stage of the restructure was revealed, and comment taken from those present. At Members' Day, the Terms of Reference were shared and those who were unable to attend were sent a copy for comment. They were then ratified at Executive along with the process for recruiting members to each of the Pillar committees. We were extremely appreciative of the large number of nominations that we received and were pleased to be able to offer placements for all those who nominated. We are in the early stages of the implementation, however the initial signs are very good, and we look forward to the positive contribution they will make to the running of our Association.

The Project Officer report is in the AGM booklet for your information. This is a new role for CPPA, and it has been a very positive addition to the working aspect of our Association. Shane Baker has been tasked with several roles and has completed them with aplomb. You will see in his report that the 'Leading for Wellbeing' strategy has been rolled out this year with, what I would describe as a quiet but encouraging start, with a stronger year planned in for 2022, in terms of support of what we are offering. Our professional services for members and our Professional Learning opportunities are new and very much on point for these pandemic times we now live in. These are all outlined in the Key Services Framework Handbook, which were made available to you today.

A major focus this year has been to continue to solidify the relationship between the two Principal Associations as well as developing a better relationship with CAPA and CDPA. Geoff Mills (President of CSPA) and I have the opportunity to meet fortnightly with the Executive Director and the Deputy Executive Director. Information is shared between both parties and

clarification is often sought regarding decisions that have been made. It has long been an aim of both associations to review the Principal Review process. It has been pleasing to say that, after many meetings and proposals, that our request was met, and we are very close to a final proposal being rolled out. This is just one example that shows the effectiveness of both Associations working together for the good of all principals. I would particularly like to acknowledge the willingness of Geoff to collaborate on every possible occasion.

This year, both Geoff and I have had the privilege to travel to Broom to meet with the principals of the Kimberly. Our first visit, at the beginning of term 2, was an opportunity for them to talk to us about the issues that they need to deal with daily but to also share with us how each association could better support them in their work. At the beginning of this week, we had the opportunity to meet with them again to explain two initiatives that we are exploring for 2022. The first of these is to hold a leadership retreat in Warmun for Deputy and Assistant Principals to get a better understanding of the life in the Kimberly. The second initiative is to find ways of supporting Kimberly Principals so that they may be more able to attend our annual conference. These initiatives will be a focus of the Catholic and Principal pillars, who have already carried out significant work. Again, we look forward to the initiatives to come to fruition in 2022.

It was great to be able to run both of our usual members' events in 2021. After a year in hiatus due to the Covid pandemic, we were able to hold both our Members' Day and our Conference. Both events were held at the Crown and were very well attended by members. Members' Day focused on dealing with trauma in schools and our conference theme of 'Never let a Crisis go to Waste' helped us to focus on what we have learnt from Covid. A big thank you to Shane Baker, for his work in organizing the presenter for our Members' Day and to our Conference Organiser, Laurie Bechelli, for another excellent conference. I would also like to acknowledge the work of Olivia Daly, our Executive Officer, for all the work she carried out to make sure they were successful.

As an Executive, we felt that it was extremely important that we continually gauged the thoughts of our members to make certain that their needs were being met. Members of the CPPA have been invited to three surveys this year to gather up your views and opinions on current business and events. They were then collated, and a summary prepared for the Executive by our Project Officer. I would like to thank you all for completing these and we really value your feedback.

We have also published a book this year – 'Of Primary Importance – the story continues. History of the CPPA 2000-2020. This was a task that was given to our project officer and it proved to be a very big task. The motivation around this was to present it to CEWA in line with the 50 years anniversary of the Catholic Education Commission. The task was completed with a minimum of fuss and very cost effective and I would like to thank Shane for being so generous with his time. There are copies available around the room, but they are not to be taken. Copies have been presented to the Executive Director as a gift to recognise the 50 years of CECWA. Copies have also been given to each of the presidents from this era, the CEWA library, the archives and, going forward, to any new principals appointed as part of their orientation to CPPA. An e-book version of both books is on the CPPA website for future reference and I would encourage you to have a read.

Thank you to those principals who have worked on the CECWA Committees during 2021. I would also like to take this opportunity to thank all principals who have represented the CPPA on various working parties and reference groups. It has been said on multiple occasions how important it is that the primary voice is heard at every opportunity so that the needs of Catholic Primary schools are met.

This year we say farewell to several our Executive, who have either completed their term or have had to step down for various reasons. Peter Cutrona completes his six year term. Peter has had multiple positions on Executive. These include – treasurer, vice-president, ACPA representative and APPA representative. On ACPA, Peter has been the treasurer, vice-president and was recently appointed as the president of ACPA, an outstanding achievement. Peter has been a great worker for our association. He has been on numerous working parties and reference groups and his presence will be sorely missed.

Steve Gibbs also completes his six-year term. Steve could easily be classed as the quiet thinker of our Executive. His considered opinions and carefully thought-out comments have regularly challenged our thinking and changed the course of many conversations. He has served as a vice president and has been on working parties and reference groups. He continues to work tirelessly in OH&S, representing the Association on working parties as well as offering his expertise to schools who needed it. He is currently the Chair of our Association pillar.

Laurie Bechelli completes his six-year term. Laurie joined the Executive with the single aim of building on the quality of our conferences by those before him to ensure that they were taken to an even higher standard. He has achieved this beyond our expectations. Our CPPA conferences rival national, and if I could be parochial, even international conferences. He has invited internationally recognised speakers to challenge our thinking. Laurie has been a great addition to the Executive and has left in in a much better place.

We also farewelled Jonnine Lambourne, Yvette Clifton and Allen McMahon during the year. All were very early on in their tenure and were only just beginning to show their wares and provide valuable opinions and contributions. Unfortunately, circumstances prevent them from continuing with the Executive. We thank each of them for what they have been able to contribute.

I would like to acknowledge the work of Shane Baker, our Project Officer. He has coordinated the Wellbeing project along with a variety of other tasks. He has been generous with his time and I thank him for his work and look forward to his contributions in 2022.

Olivia Daly began this year as our Executive Officer and has been sensational. Her eye for detail, her efficiency and her expertise has made all our work on Executive so much easier. Olivia has organized each of the events this year smoothly and with no fuss. Words can't fully express the appreciation we have for the work she does.

I would like to thank all members of the association for their support of the Executive this year. Your support is vital if the Executive are to continue the work that they complete. Not everyone might agree with the work that is carried out and the decisions that are made, but they are

always made with the very best of intentions. I would like to thank all of the Executive for the work they have carried out this year. They all give up many hours of their own time to do this work, as well as lead their communities. I thank you for your contributions and wish you all well into 2022. I also wish the new members of the Executive all the very best and hope that you enjoy the joys and challenges that this role offers.

I would like to thank you all for your support as I relinquish the Presidency after three years. Although the role can be challenging and balancing a variety of tasks can be interesting, I have really enjoyed the work, despite being reluctant to take on the role initially. I hope that I have left the association in a better place. After 20 years of principalship and 35 years working in schools, a new challenge awaits me that I am looking forward to. I wish you all the very best for the remainder of the year. For those who will be beginning Principalship in 2022, I hope you enjoy what is to come before you. For those who are moving to new schools, I hope your transition from the known to the unknown goes smoothly. Finally, when the time finally arrives, I hope you all have a very love filled and joyful Christmas, a well-earned break and fantastic start to 2022.