

OF PRIMARY IMPORTANCE

...the story continues



The History of the Catholic Primary Principals' Association of Western Australia
2000 - 2020

Shane Baker



**OF PRIMARY IMPORTANCE
...the story continues**

**A HISTORY OF THE ASSOCIATION
2000 - 2020**



**CATHOLIC PRIMARY
PRINCIPALS ASSOCIATION WA**

**The voice of principals in Catholic Primary Schools
in Western Australia**

**Catholic Primary Principals'
Association of Western Australia**



**CATHOLIC PRIMARY
PRINCIPALS ASSOCIATION WA**

FOREWORD

The Catholic Primary Principals' Association of Western Australia (CPPAWA) began in 1976 as a support network for lay Catholic school principals, who at that time for various reasons were starting to replace religious orders in schools. The CPPAWA was the first such organisation to be established in Australia and has since evolved over its time to be a widely respected professional body with strong national links and an important voice on Catholic primary education in WA and beyond.

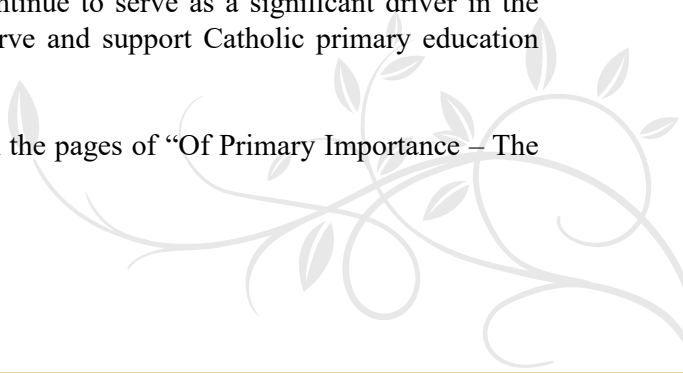
“Of Primary Importance” was first published in 2009, as a result of its author John Downey’s (deceased) perseverance and quiet influence to see the project through to its completion. The book covered the history of the Association for the years 1976 to 1999. This second book “Of Primary Importance – the story continues” covers the history of the Association for the years 2000 through to 2020 and has been a CPPA project undertaken to celebrate in 2021, both the 50 years of CECWA and 200 years of Catholic Education in Australia.

This book is a gift to reflect our appreciation to Catholic Education WA and to celebrate 50 years since the Bishops of Western Australia brought together Catholic schools across their four Dioceses into one state-wide system with the establishment of the Catholic Education Commission of Western Australia. In this year of St Joseph, patron of the Universal Church, the 50th anniversary will be celebrated alongside the 200th anniversary of Catholic education in Australia.

This gift is a reminder of the formational in theological terms, and inspirational in human terms, of the role Catholic education continues to play in our local and regional communities, as well as testament to the achievements and ongoing presence of the CPPA here in Western Australia. Those of us who have had (including our retired and deceased past Principals) the good fortune to work in Catholic education, know that there is an obligation and commitment to continually enhance our own skills and those of the generations now and to come. Our CPPA charter will continue to serve as a significant driver in the ongoing challenge to prepare, serve and support Catholic primary education here in WA.

I hope you enjoy looking through the pages of “Of Primary Importance – The Story Continues”.

Shane Baker
September 2021





ACKNOWLEDGEMENTS

The current serving CPPA President Mark Powell acknowledges the work of Shane Baker (CPPA Project Officer and former long serving school principal and CPPA Executive member), Marie Boyle and Tracy Arnold (former CPPA Executive Officers) for making this project a reality with the support of the CPPA Executive who came up with the idea and the funding to make this happen.

After many hours spent in the archives, reading, researching and following up with previous Presidents of the Association and putting the words on paper, we have arrived at a final product and gift to CEWA. Many thanks to Eli and his team at MSP for providing the photographs for the book.

Also, worth acknowledging in the book is the fact that over the history of the Association and particularly in more recent times, our affiliated national professional associations have taken the time to acknowledge members of CPPA (WA) for their excellence of service to primary education, by awarding them life membership to these associations. These things are often lost in time, but we again congratulate these people and the work they have done for the Association over time. They are:

Australian Primary Principals Association (APPA) Life Members

- John Willett 1995
- Janet Purcell 1996
- Jim Smith 1997
- Shane Baker 1998
- Tim Emery (Deceased) 2012

Australian Catholic Primary Principals Association (ACPPA Service) Awards

- John Willett 1994
- Jim Smith 1994
- Jim Green 1998
- David Barras 2002
- Brendan Spillane 2006

Finally, special thanks to each and every President who have contributed to this book by allowing excerpts from their President's Report delivered at

the Annual General Meeting each year of their tenure, to be included in the book. Indeed, these excerpts are snapshots year on year and have given us an accurate account of the business of the day, as well as documenting all that has gone before us. Each chapter title tries to capture each President's driver during their time in the position. Whilst at the same time helping us to capture the history of the Association and for this, we are very appreciative.

We acknowledge the following members who have served as President of the CPPA 2000 to 2020 in what at times was possibly a thankless task but deeply appreciated by the members of the day. Well done and thanks to:

- David Barras 1999-2001
- Brendan Spillane 2002-2003
- Judy Hearne 2004
- Anne Cullender 2005
- Tim Emery 2006- 2007 (second half of 2007 Paul Hille)
- Jim Green 2008-2009
- David Barns 2010-2011
- Greg Ward 2012 -2013
- Mark de Kluyver 2014-2015
- Pina Hutcheson 2016-2018
- Mark Powell 2019 -2021

I hope you enjoy flicking through the pages of the book and place it somewhere safe for those that come after you to read.

Mark Powell
President
6 September 2021



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† CHAPTER ONE †

Year 2000: *A new century arrives for CPPA.*

CPPA Executive

President: David Barras

Vice President: Sue Fox

Treasurer: Steve Gibson

Secretary: Brendan Spillane

Executive Members:

Judy Hearne

Tony Curry

Eric Chidlow

John Walker

Lorretta Gibson

Vivian Theseira

Kevin King

Helen Brennan

Jim Di Carlo



Minute Secretary: Marie Boyle

Executive Officer: Rommie Maserei

President's Report

The CPPA has continued to focus on the changing operational structures and practices to more effectively achieve its mission.

Communication Structure:

Communication Sub-committee recommended a new communication framework which was endorsed by the membership.

Executive Officer Appointment

An Executive Officer was employed to assist the operations of the Executive and the Association.

Work Party Involvement

CPPA members gave freely of their time and expertise through involvement in a wide variety of standing committees.

Membership Services

The CPPA continued to provide opportunities for professional development. A Professional Development Fund was set up.

The Access Program

The program was engaged to provide fully qualified and experienced counsellors at no cost to individual principals.

Thanks

The President thanked members of the Executive for their support and gave particular thanks to retiring members.

Conference

There was no information available on the conference held in 2000.



† CHAPTER TWO †

Year 2001: *Members given the opportunity to raise issues with Member's Day introduced for the first time.*

CPPA Executive

President: David Barras

Vice President: Sue Fox

Treasurer: Steve Gibson

Secretary: Brendan Spillane

Executive Members:

Red Berson

Helen Brennan

Eric Chidlow

Jim Di Carlo

Lorretta Gibson

Judy Hearne

Megan Phillips

Jim Smith

Hamish Valentine

John Walker

Fran Italiano

James Danaher

Lina Bertolini

Minutes Secretary: Marie Boyle

Executive Officer: Rommie Maserei

President's Report

CPPA Conference

The Executive of the Association had a very busy first six months of the year. The movement of the conference from September to July was due to the national conference being held in September and this has added to the pressure of the work of the association.

‘Hands Up for Primary Schools Campaign’

All Principals in Australia will receive an Information Kit suggesting actions that can be undertaken at the local level to support this campaign. Every principal is strongly encouraged to show their support by becoming involved.

Members’ Day

Held on Friday 30 March was very successful. Members were given the opportunity to raise issues which could be used as a guide for the Executive to discuss and address if applicable.

Conditions of Employment

A Catholic Education Office internal working party was formed as recommended in the Deed of Agreement negotiations. The terms of reference for the working party were to make recommendations regarding the implementation provision of a school car for all principals in country schools and schools more than 80 kilometres from Perth. The working party met with CPPA representatives and has forwarded their report to the Director and the Commission. The phase-in of school cars will commence this year.

National APPA Conference 2002

To be held 22 - 26 September 2002 at the Burswood Resort. The planning committee is divided into six portfolios. The three associations, West Australian Primary Principals, Junior School Heads and the Catholic Primary Principals Association are represented on each of the six portfolios.

The conference sub-themes are: Inclusively, Wellness and Futuristic. David Barras thanked each member of the Executive for the time and energy given to association business.

Conference

Theme: Searching for an Australian Mind, Heart and Soul.

Location: The Vines

† CHAPTER THREE †

Year 2002: *Developing a strategic approach for CPPA to operate in.*

CPPA Executive

President: Brendan Spillane

Vice President: Judy Hearne

Treasurer: Steve Gibson

Secretary: Hamish Valentine



Executive Members:

John Walker

Red Berson

Megan Phillips

James Danaher

Fran Italiano

Lina Bertolini

Jim Di Carlo

Jim Smith

Helen Brennan

Minutes Secretary: Marie Boyle

Executive Officer: Rommie Maserei

President's Report

As an approach from the outset of my taking up the position, as an Executive we were trying to be more strategic and less adversarial overall and were encouraged by the fact that we had good impact on enhanced employment conditions for Principals over these years.

CPPA intentionally tried to build strong working relationships with all key leadership personnel within the CEO, as it was then. We worked hard to ensure that we spoke for members as a general body and didn't represent individual concerns until we had discerned that these were shared more widely. We had a strong focus on membership engagement and on ensuring that every event we organised was done with quality assured and with formal feedback/review afterwards. We also had a parallel focus

on increasing Sponsorship and on offering a wider range of packages at various levels for sponsors. We also gathered data on Sponsor Satisfaction to continually evolve the offering.

In summary, we spent the year working on Principals Conditions of Employment/Deed of Agreement, developing the Association vision, brand and Pillar Structure with some Guiding Principles that essentially still exist to this day. During this time we were very conscious of enhancing the CPPA(WA) profile on APPA continuing the work of Shane Baker in the 90's and ACPA (I took the role of Vice President of APPA on behalf of CPPA). There was lots of committee representation work with CEO(WA) as it was then. We were also trying to develop position statements on Early Childhood Education (with Fran Italiano central to this) and other key areas important at the time. Another element we worked on was connection with CEO leadership and our Conferences had invitees from the CEO Executive and other levels each year. Our guiding idea was to 'lean in' to CEO(WA), not to allow ourselves to be seen as a group that always had a grievance. We also focused heavily on stakeholder/sponsorship development were very successful in lifting the level of sponsorship at the time.

We were also involved in ceremonial occasions, notably the farewell for Therese Temby during the year, on her retirement from Catholic Education as well as ensuring that our retiring Principals were properly acknowledged at the end of the year.

We also instituted Members' Day as a gathering opportunity outside of the Conference schedule and we started to focus on inviting past members to our social gatherings. We had very strong membership levels of registration each year with strong membership engagement and confidence in the Executive.

Conference

The APPA conference was held in Perth in 2002 so there was no CPPA conference.

† CHAPTER FOUR †

Year 2003: *Building relationships...building the membership.*

CPPA Executive

President: Brendan Spillane

Vice President(s): Judy Hearne and John Walker

Treasurer: Helen Brennan

Secretary: Hamish Valentine

Executive Members:

Red Berson

Lina Bertolini

James Danaher

Jim Di Carlo

Steve Gibson

Fran Italiano

Megan Phillips

Jim Smith

Executive Officer: Rommie Maserei

Minutes Secretary: Marie Boyle

President's Report

In my second year in the role the Executive continued trying to be more strategic and less adversarial overall and were encouraged by the fact that we had good impact on enhanced employment conditions for Principals over a period of two years in the position.

In summary, we spent the year working on Principals Conditions of Employment/Deed of Agreement, developing the Association vision, brand and Pillar Structure and confirmed some Guiding Principles that essentially still exist to this day in the running of the Association. There was a constant call from the CEO for committee representation work with the CEO, as it was then. The Middle schooling years were being on focused on and ultimately this lead to Year Sevens leaving the primary site for their schooling and becoming part of the secondary years.

Another element we worked on was connection with CEO Directors and we continued with the practice of inviting them to our Conferences as well as invitees from other levels of the organisation each year. Our guiding idea was to build a relationship with CEO(WA) and not to allow ourselves to be seen as a group that always had a grievance. We also focused heavily on stakeholder/sponsorship development and was very successful in lifting the level of sponsorship at the time.

We were also involved in ceremonial occasions, notably the farewell for Therese Temby during the year (September), on her retirement from Catholic Education as well as ensuring that our retiring Principals were properly acknowledged at the end of the year. The new Director Mr Ron Dullard took up his position in September of this year. This was a seamless transition as Ron was already working for a long period of time in a leadership position at the CEO.

We also continued to emphasised the importance of Members' Day as a gathering opportunity outside of the Conference schedule and we started to focus on inviting past members to our social gatherings. We continued to have very strong membership levels of registration each year with strong membership engagement and confidence in the Executive.

Conference

Theme: In this place, In this time

Summary: The highest number of delegates ever (118 out of a total of 127 members) attended the conference. This is a record number that has not been surpassed in the years gone by.

A multi-dimensional exploration of the spirituality of leadership. Concurrent sessions offered allowed delegates to chart their own course through the conference. The conference dinner was used as an occasion to thank the outgoing Director, Mrs Therese Temby and to make a presentation to her on behalf of the CPPA (WA) both past and present members.

Location: The Vines Resort

† CHAPTER FIVE †

Year 2004: *A voice that is expected and respected.*

CPPA Executive

President: Judy Hearne

Vice President(s): Hamish Valentine
and Jim Di Carlo

Treasurer: Helen Brennan

Secretary: Lina Bertolini

Executive Members:

James Danaher

Anne Cullender

Trish Somers

John Walker

Red Berson

Brendan Spillane

Megan Phillips



Minute Secretary: Marie Boyle

President's Report

“Doing a Balancing Act”: *The principles of Self Help and Shared Responsibility Pro-actively consolidating the Role of Association as a voice that is expected and respected. They are:*

Normalising operational procedures connecting a CPPA built on the core of who we are as educators and professionals with a commitment to confirm and embed the role of our voice in developments and improvements in Catholic Education (with both stubbornness and energy).

Implementing the 4 pillars structure entrenching inclusive and effective CPPA operating procedures and reassessment of association practices and services which will enable the Executive to maximise participation and contribution by members of the CPPA

Embedding a regular mechanism of consultation with Members re CPPA responses to CEO referrals of working papers, proposals and consultations.

Proactively using this process to develop CPPA initiatives and proposals on current issues for input to CEO.

Regular connection with CEO Secretariat.

Negotiating on the new Principals' Deed of Agreement developing a joint position with secondary principals to firmly establish the philosophy that there is one deed for all Principals in our system whilst ensuring it safeguards the best interests of Primary principals and schools.

Superannuation: Responding to the change of Superannuation conditions for principals resulting from the Catholic Education Commission decision to move from Defined Superannuation Model to Accumulation Superannuation model, negotiating an appropriate increase to the CEO percentage contribution to the member's contribution.

Focus Issues:

- Provision of Early Childhood Provision within the Catholic system, conditions and funding.
- Pastoral Care (including “the lamington model” and issues raised in Principal's in Parishes Report).
- Employee Assistance Programme: system provision.
- Provision of Special Education.
- Input to the development of the new Primary Funding Formula to replace the 12-year-old model, recognising SES implications and shared system responsibility.
- Primary Resourcing Study.
- Succession Planning for Principalships: using APAPDC Leader's Lead; Mentoring and support for New Principals.
- Information Technology provision and strategies. Need for inclusive communication between office planners with schools, consultation and common vision; performance indicators at macro and micro levels; recognition of financial impact and provision.
- Cathednet issues: Cathednet stability; Cathednet budget; new online Systems Communication structures; provision of Sina Administrator staffing to Primary schools; and trouble shooting in the implementation of Myclasses, Maze & Mymart.
- Working with CPPA sponsors.

Conference

Theme: Prophets of the Future: A Step along the Way

Summary: Keynote presenters: Monica Brown, Wayne Tinsey.

Location: The Vines Ellenbrook



+ CHAPTER SIX +

Year 2005: *A year of negotiations.*

CPPA Executive

President: Anne Cullender

Vice President(s): Hamish Valentine
and Jim Di Carlo

Treasurer: Helen Brennan

Secretary: Lina Bertolini

Executive Members:

James Danaher

Trish Somers

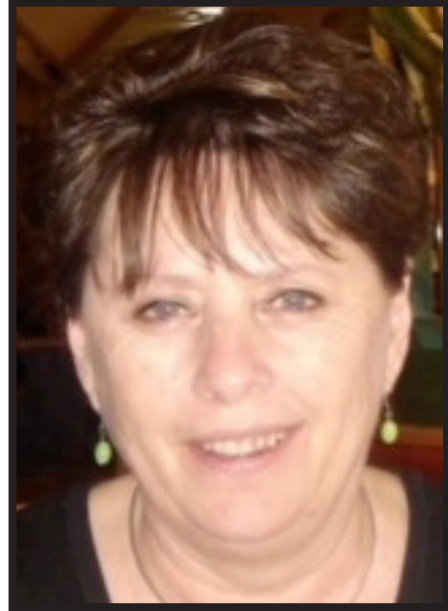
John Walker

Red Berson

Brendan Spillane

Megan Phillips

Minute Secretary: Marie Boyle



President's Report

2005 has been a productive year for the Association with many areas that have been attended to.

A year of negotiations for the new PRINCIPALS' Deed of Agreement, resulting in a positive outcome for Principals. Thank you to Brendan Spillane and David Barras for their enormous efforts.

Sponsors played a large part in generously supporting the Conference. The financial support was increased this year through attracting further sponsors. Thank you to Megan Phillips and Sue Fox, in Megan's absence, for their huge efforts.

The Secretariat was able to meet with the Director and take issues of importance to him in an attempt to look for answers. These issues have been

such things as PD times, the need to develop appropriate early childhood curriculum education and money given to RAISE schools.

Principals in Parishes report: As an Association we were invited to meet with CEO executive management to speak to the document. The findings were accepted, especially the report centred on Western Australia. Thank you to Brendan Spillane for his huge involvement with compiling this paper.

Anne Cullender advised that she no will longer be part of the Association in 2006 due to her new position as Regional Officer – Geraldton. Anne sincerely thanked the current executive for their support and efforts over the year and wished them every success for 2006.

Conference

Theme: A journey of faith development via the Emmaus Story and Father Elio Capra.

Summary: The annual CPPA Conference was a tremendous success. It was a journey of faith development via the Emmaus Story and Father Elio Capra. Thank you to Bernadette Scharf, Fran Italiano and the Conference Committee for their tireless work.

Location: The Vines



+ CHAPTER SEVEN +

Year 2006: *To be the voice of Catholic Primary PRINCIPALS' in Western Australia.*

CPPA Executive

President: Tim Emery

Vice President(s): Megan Phillips
and Trish Somers

Treasurer: James Danaher

Assistant Treasurer:

Carmel O'Shaughnessy

Secretary: Sally O'Dea

Executive Members:

Fran Italiano

Paul Hille

David Hunter

David Barns

Helen O'Toole

Steve Dowie



Executive Secretary: Marie Boyle

President's Report

At the beginning of the year, the Executive Committee developed a plan that helped us view the structure and major focus areas of our Association. Using these, we are able to conduct a measure of our efforts for the year.

The first focus area was, *to provide support and representation for Catholic primary principals throughout Western Australia.* One goal in this area was to develop a program for engaging with regional principals. I was particularly pleased with the forum we created for the Kimberley principals at our conference this year. On that same occasion, we took time to hear the issues and concerns of other country principals. It remains a hope that we will be able to continue to work with country principals to make some

inroads into long-standing concerns they have. Under this focus, we set the task of developing various position papers that represented our views on relevant issues. This year, through the reconvening of the WA Chapter of APPA, we have commissioned a paper by Dr Michael Carr-Greg on the needs of Year 7 students and we are willing to commission papers that address other issues. I believe we can get better at this.

The second key focus area was, ***“to communicate effectively within the Association, and with external stakeholders.”*** The major activity here was the development of the website and maintaining the database for principal e-communication. This is an area of some frustration and given the digital and technological age we live in you would think it would be easy, but this has not been the case and it remains an area for further development.

I would like to think that our communication within the Association was good, in the first semester, particularly in relation to keeping everybody informed about the development of the new electronic report form. I’m conscious that there has been less in the second semester, but attribute this to the fact that the control we assumed in first semester was taken over by the CEO in second semester!

While it required some effort, I eventually secured a spot in the induction of New Principals Program, and I took this opportunity to give new principals an overview of how our Association works and encouraged them to be active in and quick to call on it.

The third key focus area was, ***“to influence decisions on educational issues from a position of knowledge and understanding.”*** It has been a particularly active year for as all in terms of dealing with political factors affecting us at the entry and exit levels of our schools. Clearly, I refer to the transition of Year Seven students to high school sites, and the growth in the area of Kindergarten hours and further to that the potential growth of non-compulsory years pre-kindergarten. Sometimes I think it is hard to measure the influence you have when for the most part you feel are not successful in bringing about change. While we may not have changed the minds of those at the highest levels, we have continued to put forward what we believe were the widespread opinions and attitudes of members of the Association.

The fourth of key focus area for us has been, ***“to operate as an efficient professional organisation.”*** We will be entering a new three-year sponsorship package agreement, which will run on from 2007 to 2009. It is very interesting to note the number of approaches that we have had from commercial interests who are looking to start a relationship with us. I think we will see some exciting developments in this area over the next few years. In general terms, our Association is very secure financially with good prospects for the future.

I would like to commend the work of the members of the 2006 Executive Committee to you. We all recognise that this is work over and above and that it demands time and energy that sometimes we struggle to find. This situation demands excellence in succession planning, collaboration and cooperation at both our school and committee level. I would therefore ask all the members of the committee to convey our thanks to your assistant principals, senior teaching, and non-teaching staff who have supported you in your work for the Association this year.

Our vision is:

“To be the voice of Catholic Primary PRINCIPALS’ in Western Australia.”

Our undertaking for 2007 will be to continue to strive to be that and to do it in a way that builds the integrity and professionalism of our Association.

Conference

Theme: Our Future...Our Children

Summary: Keynote presenter: Dr Michael Carr-Gregg

Location: The Vines



† CHAPTER EIGHT †

Year 2007: *To influence decisions on educational issues from a position of knowledge and understanding.*

CPPA Executive

President: Tim Emery

Vice President(s): Fran Italiano and Paul Hille

Treasurer: James Danaher

Assistant Treasurer: David Hunter

Secretary: Sally O’Dea

Executive Members:

Helen O’Toole

David Barns

Roger Saulsman

Des Wilkie

Bernadette Scharf

Sean O’Neill

Executive Secretary: Marie Boyle

President’s Report

The four areas of focus for our Association will provide the structure for my report.

The first is *to provide support and representation for Catholic primary principals throughout Western Australia* and we have done this in several ways. For example, we have continued to state our needs for leadership, training and advice in the area of early childhood. As our Year 7s depart, this need will become more evident and so we will keep seeking the support required in this area.

We have also sought to represent the views of the majority in our regular meetings with the Director. This is a valuable forum for us all and provides the opportunity to give feedback to the Director on a wide range of matters as diverse as Sacramental programs to school cars.

Secondly, we focus on *communicating effectively within the Association, and with external stakeholders*. Our website has taken on a new look this year and I hope we are able to build on the work that has been done to make this an even more interactive and useful resource for all members.

We conducted a survey of effectiveness, which in itself was a communication strategy with several points of interest. Firstly, the positive interpretations showed overwhelming belief that the structure and organisation of CPPA supports and reflects our vision. Ninety percent believed the Association has clear structures and lines of responsibility and there was 97%

Secondly, the special challenges associated with servicing country members were highlighted. This item showed the highest disagreement with the statement that country members of the Association have opportunities for participation in all activities. Perhaps as an Executive Committee, we could welcome further suggestions from members as to what methods could be implemented to provide stronger opportunities for participation by country members.

The Executive Committee made a commitment to capture the first 25 years history of our association. Through the work of our Association's foundation President, Mr John Downie, we have done that.

Our third focus is *“to operate as an efficient professional organisation.”* As stated earlier our survey showed strong support for the view that we are an efficient and professional organisation. However, there are still a number of activities going on in this respect, for example, we continue to be involved in a long process of review for our Constitution. Because of this review, I foreshadow, amongst other things, some changes of membership levels that will be positive for the association.

The established handbooks are available to new members at their induction course, and they are briefed on some of the major areas of work that occupy our time. We have commenced a renewal of our Deed of Agreement.

We have taken great care with our responsibilities in terms of financial accountability. We are in a solid position, enabling us to explore some

future options not only to develop the association's professionalism but also to reduce the workload required of executive committee members in some of our key activities. To this end, we aim to employ an Event Manager, who will carry out many of the tasks usually assigned to our Conference Convenor. This trial will focus on the preparation of a 2008 Members' Day with an attached day of professional development and/or association related activities.

Our level of sponsorship is solid and growing enabling us to embark on projects or directions as I have just mentioned and we have begun a process of developing policies as an aid to future executive committees.

Finally, we seek *“to influence decisions on educational issues from a position of knowledge and understanding.”* We made several efforts to build relationships with universities, in particular Notre Dame. I hoped that we would be able to link members of the Association and their area of study with areas of research that would inform our work as an Association. Regrettably, we have not been able to further this despite the willingness of Notre Dame University to be involved. We have been unable to get Principals involved in study programs to come on board with the idea. The Leadership Conference being organised by the Catholic Education Office in September 2008 will be an interesting forum through which we may further develop our leadership teams. Interestingly the Director has indicated that this conference, and some of the concepts contained within the leadership framework, may influence our new Deed of Agreement.

I would like to thank all members of the Association for your efforts and support of the Association and in particular, the Executive Committee, over the past year.

Conference

Theme: Tomorrow's Child...The light of the future

Summary: The context of our conference set the scene for us as we focussed on the future of Primary Schools. As Educators, our key questions centred around the 'future's child' and how schools can change and reinvent themselves, as places of learning, to understand and cater for the child of tomorrow.

Over the two days, we reflected on societal and technological changes we are presently experiencing and what impact this will have on the children of tomorrow. The conference attempted to bring balance and understanding to the future needs of children in primary schools. We focused on the intellectual, emotional, spiritual and physical needs of children and attempted to clarify the importance of childhood and the need to understand that in our ever-changing world our children need utmost understanding, care and most importantly, a time when they can still be children.

Our keynote presenters, Andrew Fuller and Georgie Nutton focused on 'Understanding Tomorrow's Child.' They explored current knowledge on brain development, reflected on the changes over recent years and expanded on what this all means in relation to schools and appropriate practice in Early Childhood Education as we move forward into the 21st century.

Dr Lennie Barblet explored what Primary Educators need to understand, in order to adequately cater for Tomorrow's Child. Clear outcomes in relation to young children and their learning needs, alongside practical strategies was the focus of this session.

Professor Donna Cross examined whole school and classroom policy and practice associated with emotional needs of the child of the future. This session focused on resiliency, relationships and living in harmony with all people, in Tomorrow's World.

Father Tony Chiera explored with us the Spiritual needs of the Child of Future. We thank him also for his special input and spiritual guidance during the conference.

I sincerely thank the committee for all their support and hard work in preparing for the conference and all who attended, participated and supported during the conference.

Location: The Vines

† CHAPTER NINE †

Year 2008: *The challenges of the changing enrolment pattern in our schools.*

CPPA Executive

President: Jim Green

Vice President(s): Paul Hille
and Fran Italiano

Treasurer: David Hunter

Assistant Treasurer: James Danaher

Secretary: Sally O’Dea

Executive Members:

Roger Saulsman

Bernadette Scharf

Helen O’Toole

Shaun O’Neill

David Barns

Des Wilkie (Feb-June)

Lyn Stone



Executive Secretary: Marie Boyle

President’s Report

I have found 2008 an interesting and challenging year in the role of President of our Association. Not having been a member of executive for some years, I knew the learning curve would be steep – but thanks to the support I have received from the other members of the Executive, I believe we have made progress.

We held a two-day Members’ Seminar in March at the Burswood and were pleased with the high rate of attendance. The presentation from Michael Elphick challenged our perspective on social justice in the light of the Gospels and certainly created some animated discussion among our colleagues. We were privileged at that seminar to hear the first of Max

Angus' presentations on his research 'In the Balance'. This research was an initiative of APPA, the national voice for primary education. Max reflected further on the challenges this research presents at the recent APPA Conference in Sydney.

Throughout the year our Executive has met with the Director to raise issues important to primary principals. Issues such as primary funding and co-responsibility, the new Leadership Framework and the challenges of the changing enrolment pattern in our schools have been consistently raised. Whilst sympathetic to our concerns in the funding area, progress towards a more equitable distribution of GRG will be slow in coming. The movement of three small schools to the co-responsibility pool is a first small step.

Whilst I could continue to detail the work of the Association through 2008, that is largely covered in the reports from each of the Pillars. I would rather take the opportunity to look at some challenges ahead and seek your support in addressing them.

A critical issue for our Association at this time is our relationship with APPA. It has taken a long time to get one strong representative voice for all Australian Primary Principals. APPA is now that voice.

The State, Catholic and Independent schools sectors first came together at a national conference in Perth in 1993. Since that time, we have been trying to get a voice on the national stage – to become recognised by the Federal politicians of the day. Unfortunately, it has been a difficult task getting all State and Territory Associations to recognise the political nature of resource allocation. As a result of token affiliation fees, APPA has been unable to have its voice heard until recently. And we have had to make concessions in our search for a national voice. In throwing our support behind APPA, we have conceded that its leadership will always come from the State systems as they are the only ones prepared to fund the President's salary. Perhaps there will come a day when the National Association has the resources to become fully representative!

But what's the big deal about having a national voice, I hear you ask? We live in increasingly difficult economic times and the resources we rely on to fund our schools are subject to more and more accountability. If primary schools are to get their fair share of the education dollar, they will need to clearly

voice their need and demonstrate improved outcomes as a result of such funding. A voice in Canberra that promotes the primary cause is critical. Over the past couple of years, APPA has begun to become recognised in Federal Parliament as the collective voice of primary school Principals across Australia. The 'In the Balance Report' for example, is recognised by our Federal Minister for Education. To sustain this voice, it must be resourced appropriately. Currently, our affiliation fee for membership of APPA is \$10. At this year's AGM in Sydney, the fee was doubled to \$20. Our Association will continue to support the push for a more appropriate affiliation fee so that primary issues – not just funding – will be kept in the focus of our political leaders. Another way we can support APPA is by attending the National Conference. It's on the Gold Coast next year, so give it some thought.

Another critical issue for us is the change of enrolment pattern in primary schools. We are rapidly realising that when you take away sevens and add threes, you don't come out even! We are being challenged to become more entrepreneurial in our leadership – that we should be finding ways to increase funding at the local level. At the same time we are being asked to build our skills as instructional leaders. And then we look at the new Leadership Framework and find we need to be future focused. In the context of these interrelated and growing demands, I wonder whether we should be trying to establish 'out of school' and 'long day care facilities and programs' rather than outsourcing them to other providers. Some healthy debate on this issue would be welcome in the year ahead.

In conclusion, I wish to thank all of the members of executive for their work and support during 2008. The work of the Association is a team effort, and a shared workload is owned by all.

I thank all members of our Association for their support over the past year, particularly those that have represented us on standing committees and working parties. I wish you all the blessings of a joyous Christmas and a restful holiday.

Conference

There was no CPPA conference this year due to the once only CEO organised Leadership Conference held at Notre Dame University.

† CHAPTER TEN †

Year 2009: *Increasing our voice at the national level.*

CPPA Executive

President: Jim Green

Vice President(s): Fran Italiano
and David Barns

Treasurer: Greg Ward

Secretary: Margaret Williamson

Executive Members:

Shaun O'Neill

Peter Panizza

Sue Fox

Nadia Maso

Lyn Stone

Eileen Climo

Nadia Maso

Executive Secretary: Marie Boyle

President's Report

As I look back on the work of your Executive during 2009, there is some sense of achievement mixed with a frustration that there is still so much to do. We can feel proud of the level of participation of our membership and the attendance at our Members' Day in March and at our Annual Conference in June. We can give thanks to Fran Italiano and her committee for bringing us John Yzaguirre and his wisdom and practical insights to our Conference. We can feel a sense of achievement in the publication of the first stage of our history. We can express our appreciation for the outcome of the review of our Salary and Conditions of Employment. We can feel proud that we are a significant voice on the Australian Primary Principals' Association, through which so much has been achieved – BER funding for primary schools not being the least of these achievements.

But there is frustration in the challenge to achieve greater outcomes for our students with fewer resources. Despite achieving significant redirection of funds in the co-responsibility component of the GRG, the real impact seems minimal. And the problem is not limited to funding of Catholic Education in WA. At the National level, we are being challenged to ‘close the gap’ between the achievement of indigenous and non-indigenous students at the same time as raising the overall level of achievement. The challenge for the indigenous students is that they must improve achievement at a faster rate than their non-indigenous classmates.

Your Executive continues to have an active voice in the growth of Catholic Education in this state. We review and comment on new and revised CECWA policies, we contribute to working parties on everything from ‘Crossing Guards’ to ‘Special Ed Funding’. We meet each term with the Director to raise concerns and respond to issues. We meet regularly with you in our regions to support and represent you. We continually look to improve communication with you and ensure we provide pastoral support in times of need.

So what have been some of the key initiatives this year?

I am pleased at the uptake of CPPA funds for the professional development of Principals. Valued, specific PD has been made available through this program. Our pastoral support for members has been more closely attended to and appreciated. Sponsorship of our association has never been higher, and this is reflected in reduced costs to members for our gatherings.

Finally, the issue of succession planning has been discussed at our Executive this year. I believe a vibrant organisation must be aware of, and attentive to, the retention of its vitality and strength. With two Vice Presidents with two years left of their terms and a relatively new Executive group, it makes sense for me to stand down from the role of President next year and support the continued growth of this Association. I have enjoyed the experience and appreciated the faith placed in me.

I wish you all God's blessing on the remainder of 2009 and the joys of Christmas.

Conference

Theme: Living Mindfully in the Present

Summary: The Catholic Primary Principal Conference during 2009 focussed on supporting participants to cope with the demands of living and working in Primary Schools in the 21st century.

The presenter was Dr John Yzaguirre who is a Psychologist, Consultant and Author.

The context for the conference: *“Living Mindfully in the Present”*

Dr Yzaguirre developed several spiritual concepts as a means of supporting Principals to live mindfully in the present moment. His presentation focussed on self-esteem and self-confidence, how to cope with difficult people and how to transform and overcome the negative thinking we encounter in ourselves, in others and in adverse life events. He led us to think how we can encounter situations that arise on a daily basis with acceptance, enjoyment and enthusiasm.

His focus was on how the Eucharist introduces us into the life of the Trinity and becomes the source and bond of our unity with our community. He led us to reflect upon the effects of the Eucharist in each one of us and in a community whose members receive it and live what it signifies.

Location: The Vines



+ CHAPTER 11 +

Year 2010: *Going out to the regions.*

CPPA Executive

President: David Barns

Vice President(s): Fran Italiano

Immediate Past President: Tim Emery

Treasurer: Eileen Climo

Secretary: Margaret Williamson



Executive Members:

Sue Fox

Peter Panizza

Nadia Maso

Mark de Kluyver

Shaun O'Neill

Martin Major

Greg Ward

Executive Secretary: Marie Boyle

President's Report

This report serves as an overview of the focus of attention that has preoccupied the work of the 2010 CPPA Executive, in particular that of the Secretariat.

As indicated in the September newsletter distributed to all members, various sub-groups are assigned to oversee the work undertaken and to ensure relevant issues remain in focus and are attended to. These sub-groups are loosely based on the Pillar structure but also rely on the involvement of the entire Executive and, at times, general members.

The **funding of Primary Schools** has been paramount, yet there is very little to show for this effort. The Executive has continued to canvas for increased funding for primary schools and to raise this matter with the Director and to others at every appropriate opportunity. We have offered

our suggestions and support for any way in which our collective concerns can be attended to.

Any gains achieved must be in partnership with what is taking place at the grass-roots level within our communities. This is a continuation of the response agreed by general membership immediately following the 2009 AGM. The early success, with the commitment by both major parties to continue the funding in real terms post 2012, is testament to the power of local level action.

The role of the Executive within the **Quality Catholic Schooling** framework has been to seek information about the overall implementation of the framework. More recently this focus has changed to one of advocating for alignment to the QCS Framework.

The **Principal Review Process** is still at Work Party stage and with the many questions and issues that have arisen from this review, work continues. The outcome of the review will impact on the design and structure of the performance appraisal process for Assistant Principals, a matter first instigated by the Executive in 2009.

The **National Partnership Project (NPP)** continues to be rolled out to schools into 2011. The Executive has contributed to this project mainly through requesting alignment to the QCS. Our role is secondary to that undertaken at the local level, with the onus on individual school principals and staff to be actively involved in matters most relevant to that community and its needs.

Primary Principals played an integral part in the campaigning for the ongoing funding of schools in the Catholic sector during the lead up to the **Federal election**. The Executive had representation on a CECWA sub-committee established prior to the election campaign being launched. On behalf of the CPPA Executive, a sincere vote of thanks and appreciation to all Principals for their work in promoting the Catholic sector cause.

The Executive meets regularly with the Director and the Deputy Director, as well as other CEO personnel and the discussions drawn from issues

identified as Executive priorities and from those brought to our attention. There has been mixed success with a majority of these but persistence in such matters is required. We continue to build on developing the relationship we have with the CEO and the connections we have established over time. The Executive is regularly asked to contribute to the various policies under review and our responses are both timely and constructive in content. By this year's end the Executive will have responded to over ten reviews, some of which require a significant time commitment by Pillars within the Executive.

Our **relationship with external stakeholders** is one area that continues to grow. Sponsorship plays such an important and significant part in the ongoing financial wellbeing of our Association. I again ask that we give these supporters of the Association the opportunity to quote on work when appropriate.

The CPPA feeds into APPA which has established a strong presence at the national level and is making progress on a number of fronts. It is important that every member makes the effort to respond to the various APPA requests when asked. Much of APPA work is data driven and in the majority of this, it is data given to them by principals that is used to support the arguments. CPPA (WA) has a presence on other bodies on the national scene, including ACPPA (Catholic body) and Principal's Australia (professional development body for principals).

The Executive has a commitment to its **relationship with general members**. Our work in this area has extended to include:

- Attendance by an Executive member to one each of the regional meetings in Broome, Geraldton and Bunbury.
- Dissemination of information at all regional meetings and promotion of communication between members and CPPA Executive.
- Pastoral care and social networking with members as part of the Association's role.
- Face to face gathering opportunity with country and newly appointed first time Principals.

I would like to acknowledge the work of the 2010 CPPA Executive. The role is demanding and time consuming and often the requests made, are done so with short time frames associated. Often it is a balancing act and the Executive must ensure not to stray into areas outside of their ‘mandated’ influence. To all Executive Members thank you for the work you have undertaken individually and collectively.

Finally, a thank you to all members of the CPPA (WA) for supporting the work of the Association and by responding with action and commitment through such things as representation onto the various work parties and sub-groups.

Conference

There was not a CPPA conference held in 2010 due the APPA conference (21-24 September 2010) “Balancing Primary Education” being held in Perth.



+ CHAPTER 12 +

Year 2011: *The year of quality schooling and collaboration.*

CPPA Executive

President: David Barns

Vice President(s): Fran Italiano and Greg Ward

Treasurer: Eileen Climo

Secretary: Margaret Williamson

Executive Members:

Peter Panizza

Sue Fox

Nadia Maso

Martin Major

Mark de Kluyver

James Danaher

Greg Wyss

Tamara McGougan (Co-opted)

Executive Assistant: Marie Boyle

President's Report

This report is aimed at providing an overview of the work that has preoccupied the CPPA Executive, in particular that assigned to the Secretariat.

In early February 2011 the Executive met to attend to three important tasks. It was the first meeting of the new Executive for 2011. At the same time, we met with many of the CPPA sponsors and spent considerable time identifying the Association priorities for this year. These were then allocated to Executive subgroups for monitoring and control. This last task has previously proved of great benefit as the identified priorities assist in developing the Association's engagement and participation with this work in a proactive and prepared way.

The following serves as an overview of the major areas that the CPPA Executive has dealt with during this year.

Quality Catholic Schooling

Majority of this work now rests with individual schools. Executive has maintained dialogue and lines of communication with CEO in respect to future roll-out. We have received support from CEO representatives in listening to the needs of our schools and having someone of the calibre of Brendan Spillane to work with. His knowledge and relevancy have been of immeasurable value. The focus for the Executive in the second half of this year has turned toward Quality Assurance for the CEO with the same QCS (Quality Catholic Schooling) model of improvement being developed for the CEO, as is within our respective schools. Eileen Climo is the CPPA representative on this work party. Our involvement extends also to participation on writing teams for the standards that will be employed.

National Partnership Project

For those schools involved in NPP, again, the majority of work is at the local level. Throughout 2011 the Executive has sought to have aspects of the NPP roll-out clarified with mixed success. Executive continues to canvas for clarity in this area especially in terms of ‘flow on’ of funds under the ‘reward scheme’.

Australian Curriculum

A number of discussions regarding the implementation of the Australian Curriculum were conducted throughout 2011 with representatives from the CEO and external stakeholders. Central to this was the involvement of Jeff Quinton on a number of occasions, including part of Members Day at our 2011 Conference.

Relationship with CEO

The continued development in the Association’s structure, along with a commitment from within the CEO to discuss matters with the Executive of the Association, is reassuring and has allowed greater consideration for how it is for primary schools. I believe this is an area still with room for improvement as a whole, however it should be recognised and acknowledged that, within sections of the CEO from Executive level down, there is an appreciation and growing understanding of the situation within our primary schools. At different times throughout the year the Executive has had numerous opportunities to discuss matters with CEO personnel and consultation with CEO Executive prior to decisions being made.

We regularly respond to requests to have representation on work parties and sub-groups. I wish to take the opportunity to thank and acknowledge those Executive and General Members who committed to carrying out this important role in 2011. Sub-committees, reference groups and work parties in 2011 include that associated with Living the Vision, PRL, QCS Office, CEO Portal, Learning Management System, EBA, Curriculum Framework, Annual Number of Teaching Days Review, Capital Facilities Register, Parliamentary Inquiry into School Funding, CAPA, Growth Coaching, Private Income Work party, Review of Funding for Students with Disabilities, Gifted and Talented and Non- Government School Psychologists.

Primary School Funding

This is an ongoing issue for all associated with primary schools. A part of the work in this area relies on the efforts of peak body APPA to canvas nationally for a better deal for all primary schools. Locally we continue to advocate the position of primary schools and to seek a change to the way in which funding of schools is made. In 2011 this involved representation on to the work party looking at Private Income for Primary Schools. Executive also presented a case to CEO, through the EBA, for an examination of the role of Technical Officers within our schools. This is in final stages of discussion between the CEO and IEU. More recent has been the indication of increase in charges associated with the new Learning Management System. While the Association's efforts have not always resulted in changes we would see of benefit to our primary schools, the overall funding debate will remain an ongoing concern into the future.

Other matters

In 2011 the major gatherings for members were Members Day and our own Conference (May/June). It was pleasing to see so many attend face-to-face gatherings (albeit efforts to last the distance at the Conference, numbers wise, were disappointing). Notwithstanding that I would like to again thank those Members of the Executive and those from general membership who not only participated in these but were actively engaged in contributing toward the planning. Special mention is made of the Conference Committee, led by Fran Italiano, for putting together such a quality Conference.

I would like to acknowledge all members of the 2011 CPPA Executive. The commitment to serving on Executive is both rewarding and time-consuming and it would be remiss not to acknowledge Executive Members for the personal commitment they have made to ensuring that our Association continues to mature and develop. In saying this I would like to especially acknowledge those Members of Executive whose terms have now concluded and they will not be re-nominating at this point in time.

Finally, I take this opportunity to thank all general members for their work in making our Association what it is today. We have a strong, mature and respected Association here in WA, one we should all stand proudly behind. I wish to thank Members for their support of the CPPA and as this is my final year on Executive, take the opportunity to thank all for the support afforded to me. In particular I wish to thank all those who I have had the pleasure of working with as part of the Executive.

Conference

Theme: The Way, The Truth, The Life

Summary: 29 May – 1 June 2010. Two days with Drs John Edwards and Bill Martin

Location: Hyatt Regency Perth.



† CHAPTER THIRTEEN †

Year 2012: *A thoughtful influence through strategic conversations on policies and system perspectives.*

CPPA Executive

President: Greg Ward

Vice President(s): Fran Italiano
and Mark de Kluyver

Immediate Past President:
David Barns

Treasurer: Eileen Climo

Executive Members:

Sue Fox

John Rose

Chris Dunning

Steve Versteegen

Tamara McGougan

Eileen Climo

Peter Panizza

James Danaher

Greg Wyss



Executive Assistant: Marie Boyle

President's Report

Quality Catholic Schooling

The dialogue in this area focused on the intended use of the Insight SRC data. The CPPA executive contributed to the development of a set of protocols for the ownership, access and use of information gathered as part of the survey process. Concerns were expressed to the CEO executive about the delivery of the Insight SRC training and the generic modules of questions that were used in the survey forms.

A 'Critical Friend' approach was initiated to assist the CEO with the implementation of the QCS framework at an office level. Nine experienced

QCS leaders from schools were chosen to act as ‘Critical Friends’ to CEO teams. The critical friend approach opens up new possibilities for reciprocal influence and connections in the sharing of ideas between schools and the CEO. It is an investment in encouraging richer conversations between office teams and school communities. The development of a model for the formal review of the QCS process in schools was suspended until there was time to explore the implications of the survey data on component reviews. There is also a need to revisit the alignment of the survey data with component reviews and the number of components to be reviewed.

The Funding Review

The Executive has continued to monitor the government and NCEC response to the Gonski report and has endeavoured to contribute fully in raising concerns about the implications for WA Catholic primary schools of the initial proposed model. The higher level of private income that would be potentially required to maintain the teaching and learning programs in our Catholic primary schools with an SES higher than 95 is of key concern along with getting a better deal for primary schools overall. The calculation of the School Resource Standard and the calculation of the capacity of parents to pay higher amounts are the recommendations that need to be challenged. The model as it was presented earlier in the year does not work for standalone Catholic primary schools.

National Partnership Project

The requirement to have staff members engaged in Key Teacher training to access Part A of NPP funding was raised. The Executive believes that the local needs of schools are not being fully considered when the PD is being driven with limited school input. A closer alignment with the QCS process would deliver a higher level of improvement at the local school level.

Relationship with CEO

A key focus area of the Executive is to continuously develop our relationship with CEO personnel and to cultivate high priority connections that are influential and give us leverage to promote our agenda. I express an appreciation to the CEO Executive for their willingness to meet with the CPPA Secretariat and the CPPA Executive on a regular basis to discuss

a range of issues. There is a growing appreciation and recognition by the CEO of the role the CPPA plays in representing the views of members. There is a great potential in the QCS Office process for this relationship to be further developed.

As an Association we regularly respond to requests to have representation on Standing Committees, work parties and sub-groups. At the beginning of the year a database of members willing to help out in various focus areas was renewed. A number of principals on this list have already been approached to be part of the consultation work the CPPA is involved in. I take this opportunity to thank and acknowledge the Executive and General members who have assisted through representing the CPPA on these various committees. Committees, Sub-committees, reference groups and work parties have included but not limited to Early Career Teachers, LAC, PRL, NCEC review, Critical Friends, Growth Coaching, School Fees, ICT, Digital Learning, MyHR, QCS review, Staffing Guidelines, RECC, SPC and CECWA.

CSPA

The CPPA had a meeting with the CSPA for the first time in a number of years in 2012. A joint position by the Associations was established on PRL that re-emphasised the place of personal renewal as well as professional/educational leadership development as being legitimate activities under this scheme. At this meeting it was also agreed to organise a joint CSPA and CPPA welcome to the new Director which took place at Trinity on 22 November. A commitment was made to have a combined meeting on an annual basis.

Farewell to Director

Each diocese including the Archdiocese held a Thanksgiving Mass and farewell function to acknowledge the contribution Ron Dullard has made to Catholic Education in WA. As an Association we acknowledge and pay tribute to the leadership that Ron has given to our Catholic education system in his nine years as Director. It was with willing and able hands guided by faith that Ron carried out his good work.

Members Day and Conference

The major CPPA events in 2012 were Members Day and our conference in July. The Member's Day covered topics including the National Quality Standards, the work plan for the CPPA Executive, the National Professional Standards for principals, the Health and Well-Being survey of principal's conducted by Monash University and the Insight SRC surveys. The author of the report on Principal Health and Well Being, Phillip Riley, PhD, has been invited to present at our Member's Day in 2013. There will be two years of survey data available by then.

A survey was conducted following the 2012 CPPA conference and 90% of those who responded rated the conference program excellent or outstanding.

Archbishop Timothy Costelloe

I had the pleasure of representing Association members on a pilgrimage to Rome to witness the conferring of a Pallium by the Pope on the new Archbishop of Perth, the Most Reverend Timothy Costelloe. I was delighted to share this experience with a number of WA Catholic principals who also joined the pilgrimage.

CPPA Executive

I acknowledge all members of the 2012 executive. The Executive has a commitment to its relationship with general members including attendance at regional meetings, dissemination of information, pastoral care, social networking and face to face meetings with newly appointed members. The commitment to serve on the executive is considerable bringing rewards but also additional time pressures. I am grateful for the selfless generosity displayed by Executive members who work consistently to achieve the Association's goals. We thank God for the gift of our 2012 experiences and ask that He walks with us as we move on to meet the new frontiers of 2013.

Conference

Theme: Not More, Not Better, but Different

Summary: The conference was about ritual, learning and recovery...key ingredients in maintaining energy in our roles. The theme of 'Not More, Not Better, but Different' looked at adaptive leadership. Brendan Spillane the main facilitator and Fr Chiera worked in unison to deliver a life-giving professional development experience.

Location: 2-4 July 2012; Hyatt Regency, Perth



*Some of our
Retiring Principals being
farewelled - Nov 2018*



2018 CPPA Executive



*Sue Fox and Fran Italiano
together - our conference and
sponsorship experts!*



*Farewell to our long serving Executive
member James Danaher
Nov 2019*



*Retiring Principals
Nov 2019*



CPPA Executive for 2019



*AGM 2020
Hyatt Perth*



*Six (of 11) Presidents in a row!
Conference Dinner July, 2021*

† CHAPTER FOURTEEN †

Year 2013: *Identifying a small number of attainable goals.*

CPPA Executive

President: Greg Ward

Vice President(s): Tamara McGougan
and Mark de Kluyver

Immediate Past President: David Barns

Treasurer: James Danaher

Executive Members:

Sue Fox

John Rose

Chris Dunning

Steve Versteegen

Tamara McGougan

Eileen Climo

Peter Panizza

Greg Wyss

Gabrielle Doyle, Toni Kalat and Mark Powell (Co-opted)

Executive Assistant: Marie Boyle

President's Report

This year the CPPA Executive asked a couple of key questions to review the work we are doing. First of all following on from the 2012 conference facilitated by Brendan Spillane 'Not More, Not Better, But Different' we asked what 'Different' would look like for the Association. This was done in reference to the different context we are now operating in with a new Director. The second of these was 'Who is our Class'? Our stakeholder list is long and laudable. If our systems, structures, the time we have and the administration support do not match our aspiration we set ourselves up for frustration and ultimately failure. The challenges cannot be met by just 'more of the same' approach.

With this as a backdrop I present this report on the work that was undertaken by the CPPA executive in 2013. There has been new ground broken by the

Executive, a sense of freshness, and there is a sense of pride in the initial achievements resulting from new strategic directions that have been set.

The Director's first word for his leadership of Catholic education was a future directed one, 'flourish'. That is each person to flourish through their contact with Catholic education. In breaking this down further for leaders he outlined four themes under the acronym LEAD; Learning, Engagement, Accountability and Discipleship. It seemed smart and useful for the CPPA to build its year's work in close alignment with the values and learning stance of the new Director.

The goal for 2013 was to have CPPA priorities that would contribute to the FLOURISHING of our Association, our Principals, our System and our Director through aligned and practical action. The key mental models that have been the drivers for 2013 have included:

1. A focus on promoting personal responsibility for our professional lives and learning.
2. The Association taking a system view of our collective responsibility.
3. A renewed concern for all principals including those harder to reach for many reasons and those disaffected from the CPPA.
4. A focus on being a solution-focused group that has its say but also generates ways forward.

The first step with the support and counsel of Brendan Spillane was to use the Pillar structure of the Executive to develop a small number of projects. It was noted that in reviewing our planning documents there was what Brendan referred to as 'turbulence' in our operation. Lots of ongoing far horizon goals were evident but not many practical solutions. In identifying a small number of attainable goals the following were addressed in 2013:

School Funding Review

A major working party that has operated in 2013 and will continue in 2014 is the group reviewing the funding model for WA Catholic schools in light of the new 'Better Schools Plan' funding agreement endorsed by the NCEC prior to the federal election. Our tenacious representatives on this working party, James Danaher and Eileen Climo, are continuing to advocate for

appropriate funding levels for all stages of learning. As the working party focus their efforts on developing a formula for the distribution of funds 2015 and beyond, it is important that there is greater equity in the allocation of resources. There is also a review of state per capita funding being carried out with a report due early in 2014. This review is based on the report prepared by a research team from the University of Melbourne headed by Stephen Lamb and Richard Teese. The report makes the point that the critical issue in funding allocation is to identify the best points for providing resources to address gaps. The concentration of resources needs to be early. Research points to the early years of schooling as critical in delivering improved outcomes. There are large gaps in the allocation of teacher resources between secondary and primary and this is particularly high in WA.

Relationships with CEO

As mentioned earlier in the report the CPPA priorities are being directed by a perspective that establishing a collaborative partnership between the Director and CPPA executive is essential to ensuring the CPPA is contributing to realising the aspiration of a ‘flourishing’ system. There is an importance placed on cultivating high priority connections that are influential and give us leverage to promote our solutions. I express an appreciation to the Director and CEO executive for their willingness to meet with the CPPA Secretariat and CPPA Executive on a regular basis to discuss a range of issues. There continues to be a growing appreciation and recognition by the CEO of the role the CPPA plays in representing the views of members.

As an Association we regularly respond to requests to have representation on Standing Committees, work parties and sub-groups. We have continued to draw from a database of principals willing to help out in various focus areas. The database is reviewed and updated on an annual basis. Approximately 35 different members have helped out in some capacity with the work of the Executive in 2013. I take this opportunity to thank and acknowledge the members who have assisted the work of the Executive through representation on Standing Committees, sub-committees, reference groups, working parties that have included but not limited to: Early Career Teachers, PRL, Staffing guidelines, RECC, SPC, SRC,

Reporting, CECWA, Cross-sector consultation, School Funding, Review of Capital Planning and development, review of Principal's Duties and responsibilities, Certification of Highly Accomplished and Lead Teachers and various advisory groups linked to QCS office.

CPPA-CSPA

The CPPA continue to build a productive and mutually beneficial relationship with the Catholic Secondary Principals Association. A meeting between the two Associations is now part of the annual calendar. Two examples of the work that has been done through mutual positions being taken on issues is the changes to the metropolitan arrangements for commissioning of school staff. That is, there is now a seven-year rotation of staff attending a Mass of commissioning in St Mary's Cathedral with the mass being held in regional churches/venues on other years.

The second was to achieve changes in the proposed PRL criteria following the recommendations from a review that would have restricted applications to those that were aligned to the strategic directions of the CECWA only. That is applications based on individual and personal renewal directed at the four areas of Leadership would not have been considered. The increase to a maximum of \$24 000 for Renewal Leave is welcomed. The change in funding allocation and the extinguishing of time entitlement based on the amount of the \$24 000 that is used is also supported.

Taking the Pulse/Review of Quality Catholic Schooling Framework

Two reports have been released by the Director following consultation on the issues facing the Catholic school system in WA and the review of the Quality Catholic Schooling Framework. The reports have highlighted a number of areas of concern for our principals. Feedback from members on the conclusions in the reports and recommendations has been collated and passed onto the Director. Many of these issues will be addressed through the planned actions. The Association has sought the opportunity to have further input into the development of strategic initiatives to address the issues raised. Four areas in particular that are of key concern to the CPPA are the future role of the PSA, the alignment of QCS with other agendas and processes, integrated high quality service delivery to our schools that is respectful of our autonomy but meets our needs and mental health support services.

Conference 2014

Planning for the 2014 conference being held in Broome ‘Sharing Stories... Envisioning the Future’ is well advanced with the brochure and registration details being distributed in early Term Four 2013. This is an opportunity to make a powerful statement about our support for principals who are working in diverse contexts, it allows us to have co-responsibility for understanding the issues facing educational leaders in the Kimberley and Pilbara and it invites us to be part of the solutions to create better outcomes for our indigenous students. I encourage all members to join us in Broome for the conference.

Farewell to CEO Executive Members

As an Association we acknowledge and pay tribute to CEO Executive members Mary Retel, Deputy Director and Bernie O’Shea, Chief Financial Officer who will leave their positions this year. Both have made a considerable contribution to Catholic education in WA. Mary through her role on the Executive has been an advocate for primary schools and took the time to show pastoral care to principals on a regular basis.

I take this opportunity to thank all general members for the support you give to make the Association strong and sustainable. We are the stewards of a mature and respected Association we can all be proud of. We give thanks for the many gifts and blessings that have been part of our 2013 experiences and may Christ dwell within our Association with all its richness to guide us in the journey ahead in 2014.

Conference

Theme: 21st Century Fluencies (Lee Crockett)

Summary: There was a significant challenge issued to our members who attended the 2013 CPPA conference facilitated by Lee Crockett to think about the teaching and learning environment we are creating for our students.

Other highlights of the conference included the number of principals who resided at the Novotel Vines Resort during the conference (82 compared to 42 the previous year at the Hyatt Regency Perth), the renewal and forging of new friendships, the opportunity for past association members to join us (32) for fellowship and the level of participation at the CPPA forum on the Friday.

Location: 25-27 September 2013; The Vines

† CHAPTER FIFTEEN †

Year 2014: *To make a difference and take care of ourselves at the same time.*

CPPA Executive

President: Mark de Kluver

Vice President: James Danaher

Immediate Past President: Greg Ward

Treasurer: Greg Wyss

Executive Members:

Toni Kalat

Martin Major

Mark Powell

Peter Panizza

John Rose

Daryl Winsor (co-opted)

Steve Versteegen

Chris Dunning



Executive Assistant: Marie Boyle

President's Report

Welcome and thank you for your attendance at today's Annual General Meeting. It is heartening to see so many of you here present to review the year, to celebrate the year, and to honour, expressing our thanks and admiration today, to those of us retiring from the position of Principal.

It means a great deal to your Executive to know that your support is so strong. This has been evidenced by our numbers at Conference, at Members Day, by the 65 colleagues who are and have been on 31 Working Parties, Policy Review groups, Committees, Commission, and who have attended what seems to have been an extraordinary number of meetings outside what could be considered our regular load, to do with a raft of initiatives. The numbers attending have always been good and they have included good numbers of country principals. I have a sense also that people are

becoming more alert to the need to ask questions for clarification and say what they think at meetings in order to ensure that their views and those of their colleagues are heard. The Executive Director has asked for this feedback, and this was reiterated recently. So don't be shy of making the call.

CPPAWA 2014 Priorities

We reviewed these with Brendan Spillane at the beginning of the year. They are, if you like, the big-ticket items we believe in, that empower us to make a difference and take care of ourselves at the same time.

Contract, Review and Appointment, Duties and Responsibilities

Much work has been done by representatives Greg Ward and David Barras representing us on the negotiations for the Principals Contract. The cooperation between the two associations has been very good, with much discussion on contracts, conditions, funding and a lot more. I thank CSPA President Peter Bothe for his support and keenness to work together. In this way the Associations can make more of a difference.

Review and Appointment matters were addressed with the Executive Director early in the year with our understanding that some information was going to be made available to Principals being reviewed. This has taken place. Thank you to the principals who have provided the association with some feedback from this new experience. If there is more feedback we would like to hear it.

Principal Health and Well-Being

This has been a priority for the Association for some time and is represented in a number of diverse contexts. The Breakthrough Coaching model that Tim Emery spoke about in Broome is likely to come to fruition in 2015. With the right support it could become sustainable and run over a period of years. A cross sectorial initiative – and the more of them the better – we would encourage members to take advantage of the opportunity once details are finalised.

I believe too that investing in this area includes taking the opportunity to involve ourselves in the regional meetings as well as other CPPA events as they come up. Know that you are not alone. It is remarkable how

much better you will feel, in the company of your peers! On that note the feedback Executive members received from our Members Day in September was that the allowance of time for extended conversations to take place as part of the activities, was really valuable. So we will hold that thought.

The 2014 Experienced Principals Programme places some emphasis on health and wellbeing, which is reassuring. As an initiative the 2014 programme has been receiving good press.

Results from Phil Riley's 2014 Principal health and well-being survey have not yet been released, but we aim to source WA specific data to further our advocacy in this area.

CPPA Conferences

The 2014 Conference was both unique, and exceptionally good, with some remarkable outcomes evident. Greg Martin is here today, following five weeks in Kununurra. He has put in to action the belief that we need to support our Kimberley schools, and has come back with a renewed appreciation of the complexities of life up there as a principal, and an increased admiration for those among us who do it year in year out.

2015 and 2016 Conferences are in train! Thanks indeed to Chris Dunning (2015 - The Vines) and Greg Wyss (2016 – Geraldton) respectively, as well as the other principals involved, who have given generously of their time and their expertise to plan ahead for the benefit of all of us. Looking further towards the horizon – that future focus - is just such a good thing to do! We are also moving in to a city-country conference cycle that embodies our commitment to being a truly relevant and representative Association. Some other areas addressed by our Association include:

Review of Governance of Catholic Education

This was a complex paper focusing on the redistribution of committees such as SRC and RECC – and others in to a revised model with fewer committees but with a broader brief for each. No doubt we will hear more of the outcome.

Funding Working Party

James Danaher, Eileen Climo until recently, and I have been the CPPA representatives on this CECWA commissioned working party. It will continue meeting into the foreseeable future, for it is a complex brief, and the decisions taken will have significant ramifications for a wide range of schools. Much of the concern surrounding the process for the distribution of funds is related to the cost of initiatives that are under discussion, as well as the fact that Primary Principals will be working with three funding models over four years. Uncertainty in other words. This with the relatively low level of expertise that most of us have available to us in our schools, does make us cautious. My thanks to a number of our members who have agreed to be involved in working groups as part of the process into 2015.

Finally, I would like to express my appreciation to all general members for the support that you continue to afford the association, ensuring it remains strong now and into the future. To paraphrase St Patrick, Christ with us, Christ before us, Christ beside us, Christ within us. Thank you.

Conference

Theme: *'Sharing Stories...Envisioning the Future'*

Summary: The 2014 conference was held in Broome in the Kimberly region of WA. The theme was 'Sharing Stories...Envisioning the Future'. The weather was hot but perfect for delegates and some partners to experience the wonders of Broome. This was an opportunity to make a powerful statement about our support for principals who are working in diverse contexts, it allows us to have co-responsibility for understanding the issues facing educational leaders in the Kimberley and Pilbara. The conference invited us to be part of the solutions to create better outcomes for our indigenous students.

Location: Broome WA



† CHAPTER SIXTEEN †

Year 2015: *It's all about enrolments and funding.*

CPPA Executive

President: Mark de Kluyver

Vice President(s): Toni Kalat and James Danaher

Immediate Past President: Greg Ward

Treasurer: Greg Wyss

Secretary: Steve Versteegen

Executive Members:

Pina Hutcheson

Jennifer Healey

Chris Dunning

Daryl Winsor

Mark Powell

Martin Major

Mike Friday and Maureen Barrett (co-opted for Geraldton Conference in 2016)

Therese Hussey (coopted)

Executive Assistant: Marie Boyle

President's Report

Behind me you will see the Strategic Plan constructed earlier this year with the assistance of Jeff Thorne. The Executive will be reviewing the plan at their final meeting next month.

PRINCIPAL HEALTH AND WELL-BEING

This is priority one for your Association. It aligns with the ACPA Survey, and adds WA meat to the bones of that survey, i.e. it validates those results. We had only verbal feedback from Shane Glasson but there are certainly opportunities to engage with CEWA as to how best to support Principals in their role. Physical and psychological health in particular appear to be areas for engagement. We look forward to the final report.

The Breakthrough Coach, a programme designed to liberate Principals from their desks to do the stuff that really is important, will continue next year, with Kerrie Merritt from Assumption Catholic Primary School Mandurah volunteering to host the programme. Congratulations Kerri and thank you for keeping this principal-centred initiative alive!

Knowing you are not alone is key to good association. That realisation comes when you make the effort to attend the regional meetings, our conference and members day over the year. The importance of committing to these gatherings is at the top of the list and as such unless you have a very good reason for not attending – being somewhere exotic on holiday is a good one – do make every effort to engage.

Funding

2015 has been many things – interesting, challenging, difficult to name a few. At our most recent Executive meeting the conversation really focused on the two matters we discussed at the beginning of the year – enrolments and funding. This conversation was echoed at the most recent Western Region meeting. Thus these two matters were and are our big ticket items.

James has been on the Funding Working Party from the beginning, and I joined in March last year. Our faith in the model rests on the following understandings – that it is aspirational, that it is to be reviewed in three years' time, and that changes to it will be subject to a process of consultation. We understand that the same group will be asked to continue as the School Fees Setting and Collection Policy Working Party, which I assume, will start at some time next year.

Contract

Greg Ward and David Barras are our representatives. This is proving to be an incredibly long process. Following legal advice both associations formed the view that the corporate language used needs to be modified in order to ensure that the Principal is treated fairly. I think the Executive Director has acknowledged the need for that to occur in his letter to all Principals. However, that nothing further has been heard as to the reconvening of the Principal Contract Working Party is cause for some concern.

Review and appointment

This working party continues to meet. Pina Hutcheson is the CPPA representative, and there is no outcome yet. Those meetings I suspect will continue for some time.

Engagement With CEWA

Our Executive members continue to be aligned with members of the Executive. I am content with and certainly appreciate the efforts made by all members of the Executive to engage with the Directors. In more recent times more of our conversations have been conducted with Directors rather than the Executive Director, the Directors being that new layer of management. However, the Executive Director has signalled his interest in being contacted directly about matters of interest or concern, and I trust that that will go well next year for the Secretariat in engaging with that request.

In conclusion I would like to thank all of you our general members for your support for the association. It is a strong and well-regarded organisation, within and beyond the state, and across sectors. With your support I have enjoyed being a part of that. With best wishes to you all for a happy and holy Christmas. Thank you.

CPPA Conferences

Chris Dunning took us on a very different journey this year, and what a journey it was! LEADmeet worked very well, and Chris we are in your debt for making it so enjoyable!

Geraldton 2016 is well in train! Greg Wyss is leading the charge and has expressed his appreciation for the work of Geraldton based Principals. The focus is health and well being. It promises to be a great experience. The city/country cycle is proving to be very well supported and we thank all involved.

Conference

Theme: LEADmeet Conference

Location: 3-5 March 2015: The Vines



† CHAPTER SEVENTEEN †

Year 2016: *The people and the relationships between them ARE the strength.*

CPPA Executive

President: Pina Hutcheson
Vice President(s): Toni Kalat
and Mark Powell
Immediate Past President:
Mark de Kluyver
Treasurer: Greg Wyss
Secretary: Steve Versteegen

Executive Members

Laurie Bechelli
Peter Cutrona
Chris Dunning
Steve Gibbs
Art Lombardi
Maureen Barrett
Daryl Winsor



Executive Assistant: Marie Boyle and Tracy Arnold

President's Report

We gather today to acknowledge and celebrate this journey and perhaps more poignantly, what is to come. I strongly believe that in this year of significant change, challenge and at times frustration - our strength has come from the collective group. As we gather, we do so as a supportive body, reflecting on how we have helped hold and shape the work of CPPA in 2016.

Principal Health And Well Being

Our 2016 CPPA conference continued the conversation around the importance of Principal Well Being and the support required to enhance

the health, resiliency and performance of Primary Principals. We recently received an update on the CEWA Principal Health and Wellbeing Project. This study is an investigation of the wellbeing and resilience of school leaders using mobile technologies. The project will now move ahead with Professor Donna Cross of Telethon Kids Institute and the app developer Integranet.

The project looks to secure ethics approval, app development and testing, development of survey instruments and commencement of pilot testing by February 2017. February to April 2017 will involve the recruit of principals, finalise assessment tools, pilot and test all research instruments. The research will take place in terms 3 and 4 of 2017. The analysis and recommendations will inform future policy, professional development and systemic support.

It is envisaged at this stage that there will be approximately 100 principals invited to participate in the project, with half of the group wearing Apple watches to provide in-the-moment data. I thank Sue Fox, Peter Cutrona and Greg Wyss for being involved in the project from its infancy. I also thank the group of principals recently involved in the PRL to New Zealand, who accepted the invitation, to begin utilising the Apple Watch devices. We look forward to our members accepting the invitation to be involved in this initiative to identify the mindset factors that influence successful principal leadership and inform CEWA of the day-to-day pressures of the demanding role of Principal ship.

Principal Contract

The Principal Contract remains an incredibly long process in which consultation as an association is not the preferred CEWA engagement model. I recently shared with you all our work and conversations with the Executive Director around contract. The strategic intent of this action by CPPA Executive was an acknowledgment of our commitment to Regional requests and in the spirit of transparency. We will continue to advocate on behalf of the CPPA and any future outcomes will be shared with all members as we engage in consultation next week with the Executive Director.

Occupational Health and Safety_

This year our Executive has been committed to developing a systemic approach to Occupational Health and Safety in our schools. Our Members' Day certainly highlighted the 'gap' in understanding and practice. As outlined by Greg Le Guier from Assurance Advisory Group (AAG) today, CECWA has engaged AAG, to assist in the development and deployment of a Risk Management Framework across CECWA System primary and secondary schools.

Leading Lights

Yesterday all principals received correspondence from Aidan McCarthy in regards to the latest update with the progress of LEADing Lights. I encourage Principals to attend the workshops being offered, and apologise for their timing, during this very busy time of the year. I have shared these difficulties directly with the Executive Director. I wish to acknowledge publically the staff from the ICT Team who were recently terminated. They have supported our schools and now find themselves in challenging positions both personally and financially. The CPPA were informed of these changes, at the same time that all Principals were made aware, of the terminations. We have since been in discussions with the Executive Director and continue to discuss the process and timeline of information dissemination.

Director Alignment

Our Executive members continue to be aligned with members of the Executive. I appreciate their efforts during these challenging times and their reports are presented today for your information. These will be uploaded to our CPPA website, as have all Executive and Regional Meetings in 2016. Our commitment to transparency and response to feedback, is reflected on our website.

I am extremely grateful for the role that everyone has played in creating our marvellous association. The people and the relationships between them ARE the strength of our CPPA. The Executive enjoy working together. We encourage regional groups to continue their robust discussions, to be

creative and confident through a tradition of nurturing a strong sense of social responsibility. Our school communities are a gift to all of us and their enthusiasm embodies our vision and God's love.

Thank you and may you all enjoy a safe and happy festive season.

Conference

Theme: LIVE WELL, LEAD WELL, BE WELL

Location: 8-10 March 2016; QEII Centre, Geraldton WA



† CHAPTER EIGHTEEN †

Year 2017: *Shaping and reshaping good ideas to build capacity and ownership.*

CPPA Executive

President: Pina Hutcheson

Vice President(s): Toni Kalat and Mark Powell

Secretary: Steve Versteegen

Treasurer: Peter Cutrona

Executive Members

Chris Dunning

Art Lombardi

Laurie Bechelli

Darryl Winsor

Steve Gibbs

Maureen Barrett

Executive Secretary: Tracy Arnold

President's Report

Our strength as a collective group should be celebrated. As we gather, I thank all involved in shaping the work of CPPA in 2017.

We began this year as an Executive exploring what it truly means to be representative of our Membership. We worked with our Strategic Plan in developing our 2017 priorities and professional development around advocacy, within our association, for the association. We also wished to optimise our working relationship with one another, and with the assistance of Growth Coaching, we developed a working plan utilising each other's strengths to assist in the manifestation of our 2017 goals.

CPPA Protocols

Our Executive worked on developing an updated version of CPPA Protocols and Processes. We were assisted in this work by Fran Italiano and I wish to

acknowledge her input and advice. As Executive we acknowledge the rich traditions inherited and also embedded our current work with principals, school contexts and CEWA leadership structures. Our moral purpose was that this booklet empower future Executive members and thus address succession planning and induction requirements. I congratulate the Executive on the completion of this work.

Members' Day

Our Members' Day with Bernard Hill, addressing the Code of Conduct, received excellent feedback from our Membership. This opportunity coordinated by Executive lead to many schools inviting Bernard to their schools in the metropolitan and regional areas. Bernard then worked with school staff, parents and School Boards in assisting schools to embed the Code of Conduct within their own context. We hope to continue to provide you with practical sessions which support your work with legal and governance matters.

PRL

As a result of CPPA discussions with Simon Breakspear, ACPPA, CEWA, and based upon feedback from our membership, we have been able to provide a PRL opportunity to Canada in 2018. Please familiarise yourself with the email sent from Tony Curry on the 22nd November. CPPA encourage your involvement as we continue to look at PRL opportunities for our membership.

CECWA SUB COMMITTEES

Principal representation on the CECWA subcommittees has included Steve Gibbs on Risk and Audit, Mark Powell on Catholic Community, Greg Martin on Finance and I have been a member of the Curriculum subcommittee. All members of the sub committees have been directed to ensure they are NOT representing the association but rather a voice for their respective roles in the system. I thank our Principals for being involved in these committees.

CPPA continue to voice our concerns with the confidentiality restrictions around the 'voice of the principal'. We are keen to see a consultative strategy by which the Principal on these sub committees is positioned

to seek advice from principals representing a variety of school contexts before providing input at committee level.

Leading Lights

We have been informed that the Leading Lights financial commitment is until 2021. We continue to voice our concerns on the timelines and fly the flag for teaching pedagogy linked to the significant changes. CPPA are now engaged in ‘Learning Sprints’ which we hope will provide guidance with the Teacher Portal and administration piece.

Principal Health and Well Being

The Principal Wellness research project with Professor Donna Cross and the Telethon Kids Institute is near completion.

The research identified the characteristics and wellbeing mindsets of Catholic primary principals and developed an understanding of how these factors relate to principals’ health, school size and school socio-economic status.

The Apple Watch monitored biometric data and prompted participants to answer ‘in time’ questions along with two surveys. The future implications of this research have the potential to bring significant benefit to principals through professional development and resourcing. We look forward to future developments.

Principal Contract

Greg Ward and I are representatives on the Principals Contract work Party. Following our first meeting all information was forwarded to Principals. Our next meeting is next Friday and we welcome feedback regarding information shared to date.

To conclude, as President of CPPA this year I have certainly experienced a tidal wave of change. We have as an Association acknowledged Dr Tim McDonald’s contribution to our system. My observations and experiences have reinforced my understanding, that you can only have successful change processes as a by function of shaping and reshaping good ideas, which in turn, build capacity and ownership. As an Executive we will

continue to meet with Deborah Sayce and the Directors to ensure that our voice is heard in the shaping and reshaping of processes and functions. It is only through our direct involvement that we will build capacity and ownership. Sadly, in my opinion, this has been a significant flaw in the change and innovation to date. However, the people and the relationships ARE the strength of our CPPA. The Executive enjoy working together and we are certainly feeling a shift in terms of seeking our opinions to face future challenges and opportunities for innovation. In the words of Pope John Paul 11, ‘A community needs a soul if it is to become a true home for human beings. You the people must give it this soul.’ We encourage regional groups to continue their regular discussions, share your feedback and be confident that your concerns are directed to the appropriate Directorates through our alignment of Executive members to Directors.

Thank you for your attendance today. I wish you and your school communities a successful end to your year of learning. Enjoy a well deserved break and Holy Christmas with your loved ones.

Conference

Theme: ‘Getting Better @ Being Better.’

Summary: Our conference involved world class speakers Yong Zhao and Simon Breakspear who challenged, encouraged and empowered our leadership. Our Archbishop of Perth Timothy Costelloe SDB and World Vision Tim Costello also joined us and enhanced our understanding around social justice and equity

Location: 1-3 August 2017; Joondalup Resort



† CHAPTER NINETEEN †

Year 2018: *Our strength as a collective group should be celebrated.*

CPPA Executive

President: Pina Hutcheson

Vice President(s): Toni Kalat and Mark Powell

Treasurer: Peter Cutrona

Executive Members:

Laurie Bechelli

Mark Marando

Annette Quirke

Steve Gibbs

Art Lombardi

Sandro Coniglio

Maureen Barrett

Executive Officer: Tracy Arnold

President's Report

Our AGM, this afternoon, is an opportunity to acknowledge the journey travelled this year as an Executive and a unified membership. Our strength as a collective group should be celebrated. As we gather, I thank all involved in shaping the work of CPPA in 2018.

We began this year, as an Executive, exploring what it truly means to be representative of our Membership. We worked with our Strategic Plan in developing our 2018 priorities and professional development around advocacy, within our association, for the Association. We also wished to optimise our working relationship with CEWA through discussions with the Directors of Teaching and Learning, School Improvement and the Leading Lights team. It was in response to these discussions and feedback from Principals that the correspondence to Debra Sayce regarding Leading Lights, Risk and Audit and Deloitte Audit were constructed. The ensuing meetings and co constructed strategy moving forward have certainly dominated our work as an Executive.

This strategy and supportive structures continue to evolve, and we work hard to communicate wherever possible the developments as they unfold. This has been challenging work.

CPPA Protocols

Our Executive have completed an updated version of CPPA Protocols and Processes. As Executive, we acknowledge the rich traditions inherited and also embedded our current work with principals, school contexts and CEWA leadership structures. I congratulate the Executive on the completion of this work and future Executives will be well informed moving into the future.

APPA Conference

I thank you and your leadership teams for supporting the recent APPA Conference at The Crown. Congratulations to Toni Kalat for the planning and coordination of the Ecumenical Service, Peter Cutrona and Tracy Arnold for their organisation of the social function at The Royal and Laurie Bechelli for his work on the planning committee. The support nationally of this event superseded our expectations and enrolments had to be closed due to the 700 plus participants.

Members' Day

Our Members' Day with Simon Breakspeare was our Executive's commitment to your feedback from the conference in 2017. There was an appetite for work around learning sprints and conditions for successful teacher professional development. Many school collaborations have developed around this work.

PRL

As a result of feedback from Principals, we are working with Debra Sayce to develop transparent CEWA expectations around PRL opportunities, conditions in terms of costs and accommodation, and expectations on reporting back to the system. We hope to develop a reference point for Principals when considering PRL opportunities.

CECWA Sub Committees

All members of the sub committees have been directed to ensure they are NOT representing the Association but rather a voice for their respective

roles in the system. I thank our Principals for being involved in these committees. As a point of interest, CSPA have requested that two principals from both Principal associations be assigned to each subcommittee. This is now with CECWA and a response is expected and will be shared with all members.

SEQTA

Our Executive dedicated many meetings to secure clarity around the SEQTA contract during this time of change with regards to the Leading Lights initiative. We have insisted that all workshops moving forward provide Principals with opportunities to engage with live data rather than screen shots and handouts. The recent 'Road Show' in regards to AOS was a step in the right direction. I thank Allen McMahon for his assistance in this area.

Principal Contract negotiations

This year saw the Greg Ward, John Bormolini, Declan Tanham and myself involved in the Principal contract negotiations which were completed by term one. The process was timely, open and consultative. Key items addressed were:

1. The clause "Trust and Confidence" was removed.
2. Principal Review- a new model is currently on offer for Principals.
3. PRL opportunities are now under review

Teacher workloads

Members of the Executive have worked with Peter Yensch, Debra Sayce and Carmen Jones on negotiations with the IEU in regard to the CECWA Teacher Workloads policy. The policy has been reviewed and redrafted. The changes to the policy allow flexibility for Catholic Primary schools who wish to be open less days than DoE schools per year (i.e. to be pupil free for the last five days of the year) and allow compliance with the policy and the System Agreement requirements for hours of instruction. The draft policy has been forwarded to the IEU for their comments but they are yet to agree to negotiations. This has been an extremely frustrating process for both schools and CPPA Executive. We will continue to work with CEWA as they endeavour to negotiate with the IEU.

Re- Envisaging the SIA Role

I wish to acknowledge the support we have received from Shane Glasson in exploring the future possibilities of the SIA Role. Our principals are looking for assistance in the escalation of compliance requirements whilst attempting to dedicate their time to the teaching and learning priority. The possibility to work on their core business, with the support from SIA's, is the key intention of the recent letter to Dr Tony Curry. I thank our membership for their overwhelming support in regard to this recent letter. This is an initiative which we will pursue with vigour to ensure the best support comes to our schools, which has the greatest impact on student outcomes.

CPPA New Website

On Wednesday, the new CPPA website was made live in readiness to launch today. I must acknowledge the enormous amount of work dedicated to this project by Peter Cutrona with the support of Art Lomardi and Tracy Arnold.

The role of President of our Association has certainly never been dull during this significant time of change in our system. I thank you for your patience and understanding, as many have you have directed queries and concerns to our Executive, and we have done our best to capture the needs of Catholic Primary Principals and respond accordingly. Our concerns around the work pressure for Finance Officers as a result of the Deloitte Audits, the Leading Lights Platform and Risk and Audit concerns have been a priority in our discussions with CEWA Executive. I wish to acknowledge the commitment by Dr Debra Sayce to consult and respond through deliberate action to our concerns. I wish to reassure all our members that your Executive are committed to ensuring the 'voice of the Primary Principal' is a priority in all our discussions in this space. Dr Debra Sayce is dedicated to regular consultative discussions on strategic directions moving forward. Our Association is respected and called for advice regularly.

Our Executive of 2018 is comprised of fellow principals who are generous both with their time and their expertise, mindfully supporting the Association's Four Guiding Principles, and I thank them for their support.

The CPPA Executive is an undertaking of commitment and service. Your advocacy for the Association and passion in representing the views of principals at many meetings, sub committees and work parties is truly appreciated. I sincerely thank you all for your humour, friendship and work ethic.

Your support is greatly appreciated. I wish you and your school communities a successful end to your year of learning. Enjoy a well-deserved break and Holy Christmas with your loved ones.

Conference

A CPPA conference was not held this year due to the APPA Conference being held in Perth.



† CHAPTER TWENTY †

Year 2019: *That if something was going to be done, it needed to be done by Principals.*

CPPA Executive

President: Mark Powell

Vice President(s): Toni Kalat
and Peter Cutrona

Immediate Past President:

Pina Hutcheson

Treasurer: Annette Quirke

Executive Members:

Steve Gibbs,

Mark Marando,

Toni Kalat,

Maureen Barret

Laurie Bechelli

Sandro Coniglio

Art Lombardi

Lyla Forte (Regional)

Carmel Costin (Regional)

Shane Baker (Co-opted)



Executive Officer and Events Manager: Tracy Arnold

President's Report

Gathering as this group today, we acknowledge the work of all who have contributed towards our association this year. Our Executive work very hard to serve you all in the best way we can. The most important aspect of this association is togetherness. Our strength as a collective group should be celebrated. I would like to thank all of you for assisting to shape our work throughout the year.

The Executive began the year with two days of planning. We spent the first day listening to reports from various members of the CEWA Executive.

The reports that we heard really shaped the work that we were to undertake throughout this year. We then referred to our strategic plan to ensure that, moving forward, we stayed true to our planning and our vision. The year began with two major issues, the implementation of the AoS and the ongoing challenges of funding in schools amid shrinking commitments from our state government and the realisation that our enrolments were slowing diminishing. As we reach the end of 2019, both of those issues remain high on our agenda and form much of the discussion when we meet with the Executive of CEWA. As an Executive, we continue to remain focused on realising the best outcomes for schools and we remain tireless in our commitment to alert CEWA Executive of the ongoing challenges.

This year, the Executive realised that one of the most pressing issues facing Principals is Wellbeing. The release of the Phil Riley report explained clearly that the issues facing Principals around wellbeing were rising. It was also noted that if something was going to be done, it needed to be done by Principals. After some early discussions with various Directorates at CEWA and with little success with regard to tangible outcomes being realised, the Executive decided to take the initiative and begin initial planning to develop a Wellbeing programme. It was identified that a very important aspect of this was to develop a programme around beginning Principals. I would like to acknowledge the work of Mark Marando who took on the responsibility of working with members of CEWA to develop a thorough process to assist Principals in their first Principalship. This process is now well underway and we look forward to its success.

At the Principals' Conference this year, Shane Baker, after being asked by the Executive to carry out some preliminary work on Principal Wellbeing, presented to our members on this topic. Following the presentation, members were surveyed to see whether this was something that they would like explored further. The response was almost a unanimous 'YES'. Shane was seconded onto the Executive as the Project Officer and has begun work on an initiative that could have a profound influence on all of us now and into the future. Early next year all members will have an opportunity to be involved in an initial briefing on the scope of the project and a timeline of how it will be rolled out. It is very much a 'watch this space'. Ultimately, our vision is for this project is that it is co-constructed with CEWA and that we work together for the good of all leaders throughout the state. As an

Executive, we are very excited to realise the benefits this could have on all our members. So, as I said, ‘Watch this space!’

Our Conference this year was an outstanding success. Laurie Bechelli took on the responsibility of coordinating our speakers and all feedback acknowledged the high quality of them. I would like to thank Laurie who enthusiastically took on this role and also acknowledge Art Lomabardi, Sandro Coniglio and Tracey Arnold for looking after the sponsors and coordinating the event. We look forward to our 2020 conference.

This year we tried something a little different for our Members’ Day and invited Pasi Sohlberg to lead discussions on his experiences in Finland with comparison to what is taking place in Australia. It led to some interesting conversations. It was decided that we would invite Directors, Team Leaders and SIAs to help facilitate further discussion beyond the day. Again, thank you to Laurie for liaising with Pasi and facilitating a very productive day. It gives us a blueprint for future Members’ Days. I would also like to thank the Principals who made themselves available on the day and giving us very encouraging feedback.

We continue to have representation on the CECWA Committees. Steve Gibbs on Risk and Audit, Greg Martin on Finance, Pina Hutcheson on Curriculum and myself on Catholic Community. It is extremely important that we have a Primary voice on these committees so that the needs of our schools are placed firmly at the front of decision making. I would like to thank each of these Principals for giving up their time.

I would also like to take this opportunity to thank the Principals who have represented us on various working parties and reference groups. I understand that the busyness in our schools puts pressure on us contributing elsewhere however, those of you who have contributed are greatly appreciated by all of us and I appreciate your ongoing generosity.

The rollout of the AoS finance package has not come without its complications. With the rollout well and truly underway, the Executive has continued to advocate on your behalf to ensure support is both timely and effective. The recent invitation to participate in a brainstorming event

to discuss the rollout is a direct result of the work the Executive has carried out. We will continue to advocate on your behalf in order for the issues to be fully understood by the Leading Lights and Finance teams of CEWA.

In her report last year, Pina Hutcheson presented information around a re-envisioning of the SIA role. We have continued to be in discussion with Tony Curry around this point and in a recent meeting with the Executive and Deputy Executive Director, there was an acknowledgement that change in the function of this role was necessary. We look forward to further action in this in 2020.

I would like to acknowledge the commitment of both Debra Sayce and Peter Yensch in their willingness to meet with the Secretariat each term and for the frank discussions that have taken place. Like previous Presidents before me, I wish to reassure all our members that your Executive are committed to ensure the voice of primary principals is the priority in all our discussions. Our association is respected and our views are sought out regularly.

I would like to acknowledge the work of our Executive in 2019. All are generous with their time and talents and are committed to achieving the aims of our association. I thank you all for your commitment, your passion and your good humour throughout the year and I look forward to working with you again in 2020.

I would like to thank you all for your attendance today. At this time of the year it is a big commitment to be absent from your school for the entire day and I thank you for this. I would like to take this opportunity to wish you well for the remainder of the year.

For those Principals transferring to new schools I hope that the transition is as smooth as possible. For those beginning the journey, don't forget there is lots of wisdom out there and that you don't have to do it alone.

Finally, when the time arrives, I wish you a very Happy Christmas and special time with those that you love along with a well-deserved rest.

Conference

Theme: Setting the Agenda

Summary: The keynote speakers, Tracey Tokuhama-Espinsosa and Education Change Makers (Aaron Tait and Dave Faulkner) challenged thinking on implementing best practice as we continued to forward together, strengthening our system and supporting one another. Bishop Don Sproxton celebrated our conference Mass. Shane Baker delivered his initial presentation on what has to become the CPPA Leading for Wellbeing Project. It was from this presentation that we received overwhelming support to continue to develop a program/strategy that would assist Principals and other leaders in schools wellbeing.

Location: Joondalup Resort



† CHAPTER 21 †

Year 2020: *A significant development in the relationship between the CPPA and the CSPA.*

CPPA Executive

President: Mark Powell

Vice President(s): Steve Gibbs and Peter Cutrona

Immediate Past President: Pina Hutcheson

Treasurer: Annette Quirke

Executive Members:

Laurie Bechelli

Mark Marando

Jonnine Lamborne

Lina Bertolini

Allen McMahan

Shane Baker

Sando Coniglio

Executive Officer: Tania Kays

Events Coordinator: Tracy Arnold

President's Report

I would like to begin today by thanking you all for your attendance here today. Your presence helps to affirm the work of the CPPA. It also affirms those who are retiring or leaving principalship. Our collegiality is an important part of what we do as Principals and to farewell those who have given so much to their schools, our system and to the CPPA is something worthwhile and important. Some time ago I remember being in a Leaders' Forum that explained how within 10 years a significant amount of experience would be leaving our system as they retired or explored other avenues. It seems that we are now well and truly in that time. Both this year and last year we have seen approximately 450 years of experience leave principalship. It has been very important that we farewell them in an appropriate fashion and thank them sincerely for the work they have carried out throughout their careers. We wish them all well in their future ventures and hope you will find this new chapter in your lives rewarding.

I would like to acknowledge all principals who have contributed to our association this year. I would like to thank those who have contributed on standing committees, working parties and reference groups as representatives of the CPPA. It is important that the voice of primary principals is heard at system level and your participation helps for this voice to be heard.

The Executive began the year, as it always does, with two days of planning. We had the opportunity to meet with the Deputy Executive Director and some directors and were able to provide input to the programs and initiatives that they were planning to put into place this year. The second day was spent on our first Executive meeting of the year, planning events that were to take place. What remained high on our agenda was Principal Wellbeing and how we could support principals in this area.

A Well Being project team was formed to address this issue at the end of 2019. Shane Baker, Peter Cutrona, Pina Hutcheson and I have been part of the team this year and our work came to fruition with the delivery of the CPPA Well Being gift box that arrived at your school at the end of Week 3. The aim of the CPPA was to provide all Principals with opportunities to be involved in a suite of programs and PD that are specific to their own personal needs. Initial responses have been positive, and we are committed to reviewing this towards the end of next year to gauge its effectiveness.

To say that COVID has provided us with a year like no other would be a massive understatement. In hindsight, the impact of the pandemic in WA has been minimal compared to the rest of Australia and the world however, at the time, it took us into uncharted waters. I feel confident in saying that it was beyond the experience of us all. CPPA were included in many of the discussions that were held around decisions that were going to have a direct impact on schools. The Executive of the CPPA made the decision to reach out to principals as regularly as we could to ensure that all were ok. One of the benefits of the pandemic was that we all became experts on the use of TEAMS. The Executive organized several TEAMS meetings within regions to check in with each other. The outcome of all this was the strong sense of support that was felt by primary principals. We hope that the support that was offered during this very difficult time and the lessons and skills that we learnt can only help all of us in our leadership. We have heard the adjectives of agility and flexibility many times in describing our leadership but never have these been so important.

Due to the COVID pandemic, the Executive made the difficult decisions to cancel our Members' Day and our annual conference. We also made the decision to not charge the CPPA levy to schools this year. If things stay on track as they are at present, we look forward to running both those events in 2021.

This year we saw the end of tenure for the principals who have been part of the CECWA Committees. I would like to thank Steve Gibbs on Audit and Risk, Greg Martin on Finance, Pina Hutcheson on Curriculum and myself on Catholic Education Community. The Executive Director wrote to all principals inviting them to nominate for membership. I hope many of you took advantage of this offer.

I would like to take this opportunity to thank all the principals who have represented the CPPA on various reference groups and working parties. As it has been said on many previous occasions, it is extremely important that the primary voice is heard in these forums so that the needs of primary schools are at the forefront of decision making. Thank you to those who completed our survey requesting information on which principals are on various committees. This will help us to identify areas of need as we move into 2021.

This year the Executive were involved in discussions around support that could be provided to Finance Officers. We were pleased when CEWA were able to release a tiered support for Finance Officers. We hope that this provides appropriate support where it is required. We will now need to ensure that Admin Officers are being provided with the support that they require, and we will engage in discussions around this next year.

This year has seen a significant development in the relationship between the CPPA and the CSPA. Both associations have joined to submit correspondence regarding a variety of issues that affect schools. This has included requesting that CEWA did not increase system-based levies in 2021, to continue to explore the revitalization of the SIA role amongst other issues. The President of both associations meet fortnightly with the Executive Director and the Deputy Executive Director and this has ensured that we are informed of what is taking place as well as being able to discuss issues on a more informal basis. I look forward to continuing this in 2021.

I would like to thank all primary principals for their patience, support and

understanding as we do our best to support the work that takes place in our schools. I know that all members do not always agree with the decisions that the Executive make but they are always made with the very best of intentions. All the Executive are committed to the work of the CPPA and they combine this with leading their own school communities.

The Executive will continue to ensure that the voice of primary schools is heard in our discussions with all at CEWA. I would like to thank the Executive of 2020. It what has been a very different year, they have continued to be generous with their time and are committed to their work. I thank you for all that you have contributed, and I look forward to working with many of you again in 2021.

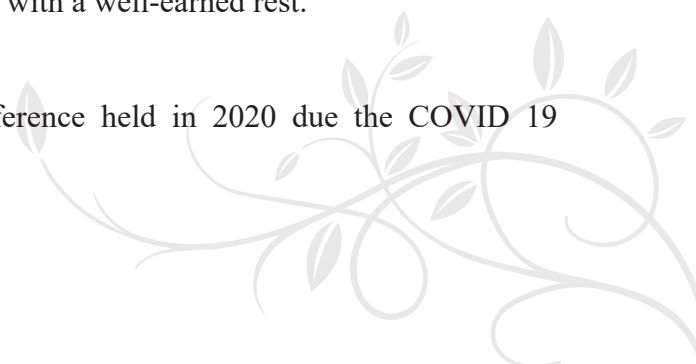
2021 will be another big year in our Association. We will begin our Well Being programme, the possibility of Incorporating our association will be explored and a new strategic plan will be launched. Consultation regarding our new strategic plan has already begun and we look forward to revealing it next year. Initial information regarding incorporation will take place as part of our AGM today as will discussion on our wellbeing programme. We look forward to continuing to keep you informed of these during the year.

I would like to thank you all for your attendance here today. I would like to wish you all well for the remainder of the year. For those who are newly appointed, I wish you every success as you begin this very satisfying but challenging role. Don't forget to reach out to your colleagues. There is a lot of wisdom available to you and you don't need to do the job alone. For those who are transferring to new schools, I hope your transition is as smooth as possible.

Finally, when it is the right time, I hope that you all have the chance to catch your breath, celebrate a very joy filled Christmas and special times with those that you love along with a well-earned rest.

Conference

There was not a CPPA conference held in 2020 due the COVID 19 pandemic.



References

CPPA Annual General Meeting minutes from 2000-2020.

CPPA Archives.

Of Primary Importance - History of the Association 1976-1999
by John Downey.

Assistance from and consultation with CEWA Library Services.

Consultation with all past Presidents and Executive Officers of
CPPA from 2000 – 2020.

About the Author

Shane Baker has been a long serving Principal in Catholic schools here in Western Australia. His principalships have included St Anne's Harvey (1984-1990); St John's Scarborough (1991-2000); Sacred Heart School Thornlie (2004-2008) and St Simon Peter School Ocean Reef (2009-2020). Shane also completed several contracts with CEWA as the AQTP Consultant (2000-2003) and Regional Officer in Geraldton (2015).

Shane is a life member of Australia Primary Principals Association (APPA) for services to primary education during his time on the National Executive Council whilst serving as a member of the CPPA Executive (1995-2000; 2019-2020)

He is currently working with the CPPA Executive as a Project Officer completing various tasks as directed.



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