



FEATURES

APPA Conference	2-4
State Activities	5
From the Archives	7
APPA Report	10
It's No Wonder You Are So Tired	12
Federal Board 2002 – 04	14
State Executives 2002 – 04	15-16

JUNIOR SCHOOL HEADS' ASSOCIATION OF AUSTRALIA

newsletter

Chairman's Biennial Report

What a marvellous opportunity it has been to have served the Association as your Chairman during the past two years. I have particularly enjoyed being part of a team of committed leaders who actually enjoy involvement and service, and had considerable fun along the way.

It is with pleasure that I present a few thoughts about the past bi-ennium of activity from a national perspective.

Membership

It is pleasing that membership has increased to some 308 schools, 60 Life and Associate members and almost 20 from New Zealand and overseas. Branch leaders report that there have been extraordinary changes in leadership of many of our schools. **The challenge is obvious – that we are able to nurture new members into the special collegial culture of our Association.** Some Branches have made serious attempts to better understand and address this goal. We need to continue to develop creative ways of ensuring that our members are connecting and connected.

A National Focus

There is no underestimating the fact that our membership of APPA has presented us with outstanding opportunities for the voice of independent primary school education. Sincere thanks to Leonie Drew (WA), Chris Riemann (SA), Vicki Simmonds (Vic), Rosalie Ramsay (NSW) Jon Hosford (Tas) and Roderick Crouch (Qld), who have given us positive voices at the NEC.

The current study into Resourcing of Australia Primary Schools is significant, in that no such research has occurred before – an APPA initiative which, if understood correctly and taken seriously by future governments, may have significant outcomes for all primary students in Australia.

So too, with our involvement with the Australian Principals' Associations Professional Development Council (APAPDC). Thanks again to Leonie Drew for her outstanding service to that group and enhancing our profile. We are now always invited to send JSHAA representatives to national forums and have a voice, together with leaders from the other peak professional associations.

Significant Initiatives

I am delighted that the Board has encouraged the idea of Fellowships for those currently in service. **Opportunity for genuine recognition can only strengthen us and help us to discover models to which younger members can aspire.**

The production of 'Lighting the Flame', actually led us to explore the need to establish a Federal Archives. What a superb job Chris Lange has done in ensuring that the

archives have been professionally established and are currently located at St Peters College in Adelaide.

The sign of a healthy Association is that it can be bold enough to review what it is doing, reflect and then actually take action to enhance its operation. Let me point to three significant areas where that has occurred:

- The transformation of the Association's major production, 'Federal Link', which has been hailed by many as better meeting the needs of members.
- The proposed changes to the Board and Executive. The rationalisation of the Board and extension of the Executive to include the Projects Officer's position will, we believe, assist in making the Board's administration even more effective.
- You will have noticed in the financial statements that an increasing amount of our work has been paid for. Some years ago the cost of much of the work was actually carried by those schools whose executive members were Heads. The appropriate payment for such service is increasingly being met from within the budget of the Association.



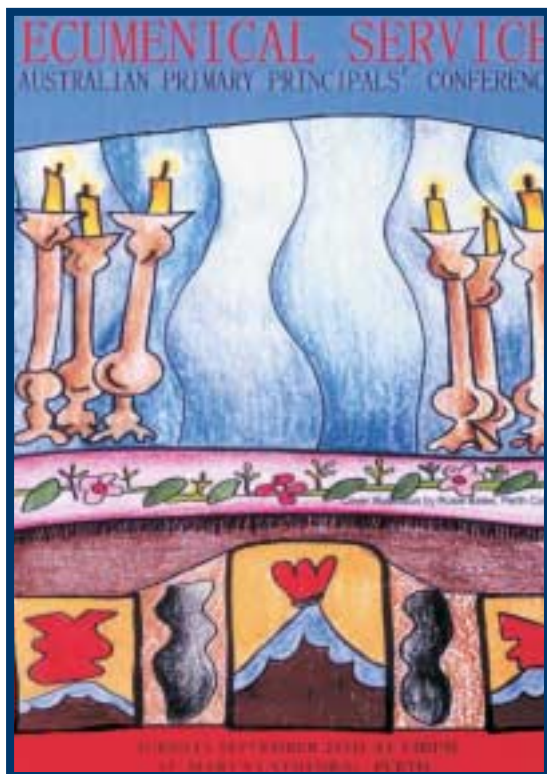
Outgoing Federal Chairman, Robert Hoff, congratulates Leonie Drew, Federal Chairman, 2002-04

Looking Ahead

The challenge of meeting the demands and complexities in leading and managing schools means that people are often less inclined to commit to associations or groups which may take them away from their schools or their families. Our Association can only prosper; develop its culture and serve students and staff if enough of us are prepared to commit. **I urge each of you to consider what level of commitment you are able to give to ensure that we continue to thrive in the future.**

Join with me in congratulating the new Board on their election, and offering our commitment and encouragement to Leonie Drew (Chair 2002 – 2004), as together with others she commences leadership of our vibrant Association.

**Rob Hoff
Federal Chairman**



30 JSHAA Heads and 60 partners gathered in Perth for the recent 2002 APPA Conference. Over 700 Heads from the Government, Catholic and Independent sectors were energised by the excellent professional and very enjoyable social program.

Events of note during the Conference included:

- A moving Opening Ceremony with an inspirational speech from Noel Nannup, representing the Nyoongar Peoples;
- the keynote addresses by Prof. Loretta Giorcelli, Assoc. Prof. Donna Cross and Dr Neville Highett which were superb;
- entertaining workshops which focussed on the three sub themes of the Conference – Inclusivity, Wellness and the Future;
- extremely enjoyable social occasions such as the opening BBQ, Government Reception, Lunch in the Park and Conference Dinner;
- Ecumenical Service and Conference Mass;
- the meticulous organization of all aspects of the program and the welcome from the WA Organising Committee;
- the opportunity to gather ideas from a number of schools of diverse backgrounds during school visits;
- the great sense of fun, humour and collegiality shared by all delegates; and
- the wonderful rapport which was so evident amongst Heads from all sectors.

As promised, Leonie Drew and the Federal Executive will be conducting a full Review of our involvement in the Conference. Members will be aware that we put our own conference on hold this year to combine with our government and catholic colleagues. We invite you to participate in the comprehensive Review which will take place during Branch meetings in Term 4.

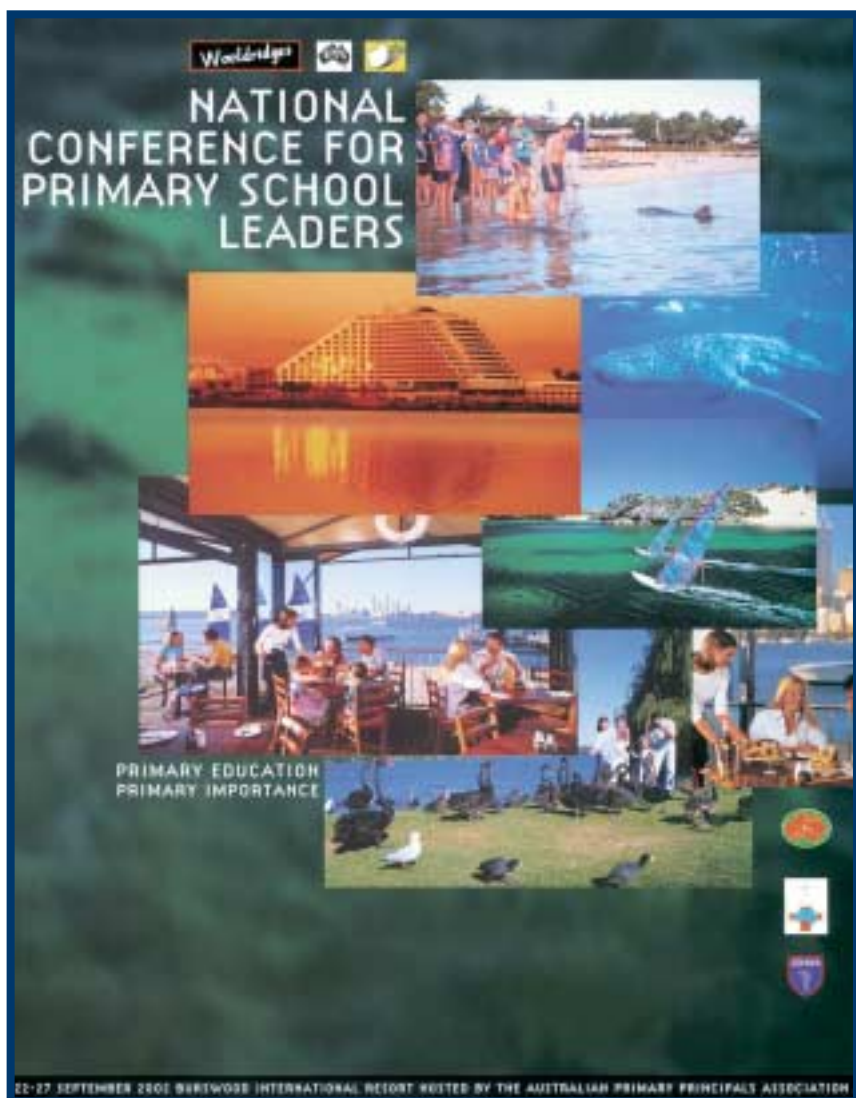
“The best variable amongst many variables which predicted sound emotional stability and success in life is the capacity to delay immediate gratification for long term rewards. The most difficult trait to convey to children is an ability to delay reward.”

Walter Michel

Buoyancy Self-Measure for Adults

- Am I a good, active listener?
- Do I laugh and smile much?
- Am I happy/enthusiastic most of the time?
- What is my attitude towards others?
- What is my attitude towards my family generally?
- Am I in a mentored/support relationship myself?
- Is my job/work fulfilling?
- Do I make mistakes and remain comfortable with correction?
- Do I change my opinion with new information?
- Do I care for my own physical and emotional health?

Lovitt 1995





*Federal Life Members
(l to r) - Nick Brown, Rosalie Ramsay and Robert Armstrong
at the Conference*

Seven Virtues in Schools which support Robust Learning
 Honesty
 Respect
 Responsibility
 Compassion
 Self-discipline
 Perseverance
 Giving/Sharing

Loretta Giorcelli

"If you don't feed the teachers they eat the children!"

Loretta Giorcelli

"The secret to my long and productive life is my neotenus behaviour."

Ashley Montague

(Neotony is ageing, yet retaining the childlike behavioural traits of spontaneity, creativity and a sense of humour. What we add, as we age, is wisdom.)



*(l to r) Heather Ablett, Keith Dalleywater and Jenny Williams at the
Conference Opening*

You don't stop playing because you are old...
 You grow old because you stop playing."

Dr Donna Cross

"Laughter and good humour are the canaries in the mine of commerce. When the laughter dies it's an early warning that life is ebbing from the enterprise."

Paul Hanken



Leonie Drew at the Cocktail Party with past APPA President, Tony Misich (left) and new APPA President, Tom Croker (right)



(l to r) Geoff Carroll (Vic) at the JSHAA Cocktail Party with Queenslanders Bob Nicholson and Warren Acton

Social and Emotional Health Issues

- mental health problems account for more than half of the total disease burden for youth in our community;
- since 1950 the average age of the first onset of depression has decreased from 29 years to 16 years; and
- young people today are 10 times more likely that their grandparents to become depressed.

Dr Donna Cross

Nature of Effective Learning
 20% Competitive Learning
 20% Independent Learning
 60% Team Learning

Johnson and Johnson

"Social competence, more than job related skills, is one of the major reasons individuals lose their jobs."

Dr Donna Cross

An Effective School is a Robust, Dynamic and Authentic Place when:

- teachers understand the prevailing forces in family life;
- there is a well-established acceptance of diversity as a norm;
- alienation is actively addressed;
- adults act charismatically for students; and
- there is a plan for corporate vision.

Loretta Giorcelli



Geoff Matthews and Liz Neill with Keith Rinaldi, Conference Coordinator at the Government House Reception

"Students may forget what you teach them but they will always remember how you made them feel!"

Dr Neville Highett

Gender Equality in the Classroom

- The average boy is a doer first and a thinker second – the average girl is a thinker first and a doer second
- In terms of gender equity, good practice in the classroom must centre around getting girls doing and boys thinking
- Girls tend to balance school work with social life, whereas boys tend to do only one thing
- Boys' strengths often revolve around systems and facts, girls around relationships. Traditionally then, particular



(l to r) Tony Sissons, AHISNZ Chairman and wife Julie with Michael Dunn, JSHAA Chairman - Elect



Craig Wheatley, Jenny Brewster and Steve Warren at the Opening BBQ

areas of the curriculum appeal to students depending on their gender

- Girls are reflective, step by step, sequential learners
- Boys are speculative, trial and error; experiential learners

Ian Lillico

To Improve Boys' Performance in the Classroom

- More audio-visual stimuli
- Break classroom activities down
- Make lesson introductions dynamic
- Expand boys' answers – both written and oral
- Use quizzes as part of classroom learning
- Girls can wait for gratification, boys need more immediate rewards
- Allow more time for children to think rather than having them answer immediately

Ian Lillico



(l to r) Dee Clements, Jody Neylon and Pamela Carder share a moment at the Cocktail Party



Robert Hoff at the Official Opening with Kevin Boyce (left), AHISNZ Representative and George Marsh (right), IAPS past Chairman



Leonie Drew and Janet Wilmot, WA Branch Chairman welcome Ann Marsh from the UK (centre) to the Conference

State Activities

WA BRANCH CHESS DAY

Each year the JSHAA Schools in Western Australia are invited to send a team of four students to participate in a Chess Day held at a member school. The day provides an opportunity for students with an interest in Chess to further develop skills of the game and to play each other in the spirit of friendship to the best of their ability. The 2002 Chess Day was hosted by Frederick Irwin Anglican School in Mandurah, a one-hour drive south of Perth, on Wednesday, 5 June. Students from 22 independent schools completed six rounds of Chess and each student was presented with a JSHAA Chess Day participation certificate at the end of the day.

Janis Rinaldi

WA BRANCH ART EXHIBITION

Every two years the JSHAA (WA Branch) provides the opportunity to member schools to participate in a Primary School Art Exhibition that is unparalleled in our state. The exhibition brings together the creative talents of children from Pre-Primary to Year 7 and provides parents from participating schools and the general public with an opportunity to view their diverse talents. This year's exhibition was hosted by Carmel School in Dianella, providing a perfect exhibition space capable of highlighting the colour and diversity of the work from the various schools.

The exhibition had its official opening on Sunday, August 11, with special dignitaries from the various schools, Art Gallery of WA guests, Heads of Junior Schools and Principals of all Independent Schools in WA.

Following the official opening, the exhibition was opened for viewing for the duration of the forthcoming week. More than 5000 children from the 32 participating schools visited the exhibition as well as many parents, teachers and members of the public.

A highlight of the exhibition was a centrepiece installation incorporating "The Year of the Outback". The installation featured a Flying Doctor aeroplane, an outback family sitting by their shanty and a crocodile chewing on a chicken! It truly was a celebration of children's talent and creativity and the diverse opportunities our schools provide.

David Taylor

SA BRANCH ORATOR FINAL

The JSHAA (SA Branch) conducts an annual student activity known as the Junior Orator Competition. Schools are invited to conduct their own competition and send local winners to Semi Finals and ultimately the Grand Final. This year's final was held at Westminster Preparatory School, with 8 finalists representing, Loreto College, St

Peters' College (boys), Mercedes College, Immanuel Primary School and Pulteney Grammar School.

The speakers chose topics on 'Conversations', 'Taking a Gamble', 'Thinking Outside the Square' and 'Movers and Shakers' for their five minute prepared speech and were then given 20 minutes to prepare for a three-minute impromptu speech. The quality of speakers was outstanding and the adjudicators were given the most difficult task of selecting winners.

The winner in 2002 was Anthony Khoo from St Peter's College.

Frank Ali

VICTORIAN BRANCH REPORT

The May Branch Meeting held at Carey Grammar School in Term 2 was very well attended, with 60 Heads of Schools and 50 Deputies in attendance.

Kerry Cue, the Guest Speaker, was a secondary Maths and Chemistry teacher and is now a successful author and freelance journalist. She currently writes weekly columns in the Herald Sun (Vic) and the Advertiser (SA). She is a great believer in the power of humour and her talk was very entertaining, relating humorous anecdotes of her experiences in work education and family life. **Two strong messages which we took away from her address were that fun, imagination, excitement and spontaneity are essential ingredients in educating children and these are at risk of being lost in a world where we are often preoccupied with Benchmarks, Outcomes and Policies. Her second message was, as educators we have a powerful opportunity to influence children's lives in a positive way. We know children and we know what it is that children need and we need to be more outspoken in ensuring positive outcomes for them.**

The Annual General Meeting was held in August at Methodist Ladies' College. Mr Guy Mason (Scotch College) was elected Chair-Elect and Mr Ross Grace (Donvale Christian School), Treasurer. The meeting also voted that I remain Chair of the Branch until the 2003 AGM as Mr Peter Bennett (Haileybury) has had to stand down due to ill health. At the Branch meeting we were delighted to present two past members with Honorary State Life Membership, Miss Anne Smith and Dr Helen Telford. The opportunity to have Dr Telford talk to us of her life and work in New York city was too good to miss and we all enjoyed her fantastic talk.

During August the JSHAA Biennial Music Festival took place at Dallas Brooks Hall. More than 55 of our schools were involved over six nights of Concerts. A fantastic showcase for the superb work done in our schools by students and staff.

Jody Neylon



Anthony Khoo from St Peter's College



Students participating in the WA Branch Chess Day



Students admiring work in the WA Branch Art Exhibition



(l to r) Sue Ramsey, Jan Sparkes and Ann Hooper at Vic Branch Term 2 meeting

New Members

A special welcome is extended to all the new, Full Members of our Association.

New South Wales

- Dr Wendy Giles (transfer)
Pymble Ladies' College
- Ms Jane Bezzina
Santa Sabina College
- Mr Andrew Egan
Ryde Christian Community School
- Mr Peter Hamer
All Saints' Grammar School
- Mr Greg Newbold
The Scots School
- Miss Judith Wotton
Newcastle Grammar School
- Ms Deborah Cook
Highfields Preparatory School
- Mrs Cary Roberts
St John's Junior School

Queensland

- Mrs Cecilia Kirby
St Hilda's Junior School
- Mr Ian Price
The Scots PGC College
- Ms Fay Woodland (transfer)
Whitsunday Anglican School
- Mrs Robyn Archer
All Saints St Gabriel's

South Australia

- Mr Nicholas Kingsley
Tatachilla Lutheran School
- Mr John Alexander
St Martins Lutheran School

Victoria

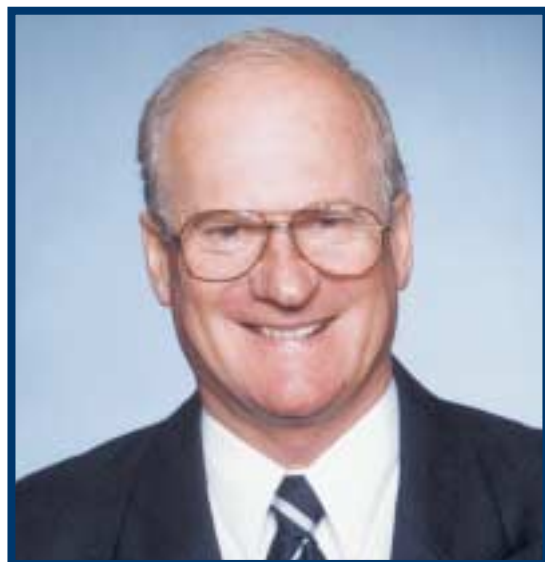
- Mrs Judy Battle
Strathcona Baptist Girls' Grammar School

Western Australia

- Mr Douglas Davies
Pioneer Village School
- Mrs Judy Boss
Loreto Nedlands
- Mr Greg Wells
Kingsway Christian College



Miss Judith Wotton



Mr Nicholas Kingsley



Mr Douglas Davies



Mrs Judy Boss



Mr Greg Wells

From the Archives

When JSHAA was originally formed in 1952 at the Junior Schools' Conference at Cranbrook School, Sydney, it was named the **Junior Schools' Association of Australia** and was open to all Headmasters of boys' schools throughout Australia.

During the 1970's the title was changed to the **Junior School Headmasters' Association of Australia** and it was not until 1982 that it became the **Junior School Heads' Association of Australia (JSHAA)**, as by then some schools had appointed women to take charge of Junior Schools.

Although there was a formal association for Headmistresses of the primary sector of girls' schools in

Victoria, this did not extend to the other States. To enable Junior School Heads of girls' schools in the other States to be eligible to join a formal association, firstly changes needed to be made to the constitution of the **Junior School Heads' Association of Australia**. The JSHAA Executive proposed to place before its Perth Conference in August, 1984, the necessary amendments to its constitution to enable all Heads of girls' schools, boys' schools and co-educational schools to be part of the **Junior School Heads' Association of Australia**. This important resolution was duly passed and membership has continued to grow until we now have over 300 Full Members, 50% of whom are women.

Kel Emmett
Editor, 'Lighting the Flame'



*Nine Female Heads present at 1984 Conference in Perth when Membership was extended to include Heads of all independent, primary schools in Australia -
Back Row (l to r): Betty Watson (Vic), Winsome Thomas (Vic), June Stratford (Vic), Sally Norsworthy (Vic), Joy Evans (WA)
Front Row (l to r): J.M. Robertson (WA), Glenwyn Jones (WA), Margaret Cross (Vic), Joy Dale (Vic)*

The original logo of the JSHAA comprised four 'J's' symmetrically arranged and this sufficed from the beginning of the Association until the early 1980's, when a movement grew to update the Association's emblem.

The new emblem was designed by Greg Miles, formerly Head of Carey Baptist Grammar; and incorporates the torch of learning used in Carey's logo. It was completed in time for the 1984 Conference when membership was extended to Heads of all independent, primary schools in Australia.





Dr Helen Telford

Honorary State Life Membership Citation: Dr Helen Telford

I wish to nominate Dr Helen Telford, our friend and colleague, for Honorary State Life Membership of the Junior School Heads' Association of Australia.

Helen has been a valued member of the Victorian Branch of the JSHAA. As Head of Firkbank Junior School and Head of Carey, Donvale Campus, she was highly regarded for her leadership, the development of a strongly child centred curriculum and the emphasis on the importance of student welfare.

In 1996, Helen was elected to the position of Chair-Elect of the Victorian Branch and in 1997 she took on the role of Chairman for an extended period until 2000. During that time she represented Victoria on the Federal Board and was a Board member of IARTV. **Her leadership was greatly appreciated by all members and it was marked by informality, inclusivity, vision and initiative.**

Helen's conscious effort to ensure all members felt they could contribute and be part of JSHAA was a strong feature of her time as State Chairman. She also instigated work on the establishment of the Association website and the introduction of electronic communication for the Branch.

Helen will be remembered for the series of discussions and workshops for members which led to the identification of a set of Core Values which our member schools now actively promote and value.

Helen is held in high regard and with great respect by all who have worked with her. **I know the Victorian Chapter has been most fortunate to have had a leader of the calibre of Helen.** Her formal and informal influence has been admired and appreciated and I have no hesitation in nominating her for Honorary State Life Membership of the Victorian Branch of the Junior School Heads' Association of Australia.

Jody Neylon
Caulfield Grammar School



Miss Anne Smith

Honorary State Life Membership Citation: Miss Anne Smith

It is with great pleasure that I nominate our friend and colleague Miss Anne Smith for Honorary State Life Membership of the Junior School Heads' Association of Australia.

My association with Anne began whilst we were both principals in the Victorian State Education System. Anne became Head of Junior School at St Catherine's in 1980 and retired in 2000. **Her contribution to JSHAA and to education in general was outstanding :**

- 1984 State Secretary
- 1985 Vice Chairman of the Victorian Branch
- 1986 – 88 Chairman of the Victorian Branch – the first woman to be State Chairman**
- 1987 – 88 State Representative on Federal Board
- 1988 – 90 Immediate Past Chairman of the Victorian Branch

In addition, Anne represented JSHAA on the IARTV Board and served on a number of committees organised by the AISV.

For a period of three years during the mid 1980's, **Anne was a member of the Committee of BLIPS (Basic Literacy in Primary Schools), a group that made a significant contribution to education in Victoria.**

Anne also contributed, for a number of years, to the Ecumenical Service and to the Biennial Refresher School organised by the Victorian Branch.

Honorary State Life Membership of JSHAA for Anne Smith will demonstrate our appreciation for her great contribution to this Association and the Victorian Branch, in particular.

Lee Wills
Ruyton Girls' School



Mr Chris Lange

JSHAA Fellowship: Mr Chris Lange

We are pleased to nominate Chris Lange for the award of Fellowship for his dedicated work within the Junior School Heads' Association of Australia. Chris has been a member of JSHAA since 1991 when he was appointed to the position of Head of Junior School of St Peter's College in Adelaide, South Australia.

Chris quickly and enthusiastically became involved in activities of the State Branch. He has been instrumental in the establishment of several Hubgroups which have met the educational needs of the students and staffs of schools within our Branch. The first one he established was the PE Hubgroup, which had as its focus the professional development of the PE staff in our schools. Other Hubgroups initiated by Chris were Public Speaking, Debating and Poetry and the competitions associated with these, and more recently the ICT and Preschool Hubgroups.

In 1992 Chris became State Treasurer. In 1994 the SA Branch hosted the Biennial Conference, for which he was the Treasurer, as well as a member of the organising committee. In 1996 he also became Federal Treasurer and he will retire from this role this year. With the responsibility of Treasurer came the added role of being a member of the Executive of both these groups, a role Chris had at the State level from 1992 – 97 and at the Federal level from 1996 – 2002.

At the Federal level, both as a member of the Board and the Executive, his experience and wisdom have been highly valued. He has made a number of sensible and practical changes to the financial operations of the Association, particularly as it has passed through a rather rapid period of growth. The careful management of finances has been a hallmark of his six-year tenure as Federal Treasurer.

A major and lasting contribution has been an outstanding effort in the establishment of the

Federal Archives. This was no mean feat, having to collect an array of material and then managing the process to a very positive and welcome outcome as we now have a well-organised and safely stored collection on which future generations may ponder. Chris has always given wise counsel to new members and welcomes them warmly with his friendly, caring manner.

His desire to promote the independent school system is always obvious as he seeks to develop activities at all levels of schooling.

It is our belief that Chris Lange's dedication and tireless work for this Association means that he would be a most worthy recipient of a Fellowship that recognises his efforts and achievements.

Deb Dalwood

Seymour College

Robert Hoff

Immanuel Primary School

Grants-in-Aid Report

Over \$8,500 was distributed to eight Members during the last biennium for Grants-in-Aid projects. Our Association provides \$10,000 per biennium to assist Heads with travel and/or accommodation, when a member travels either overseas or within Australia to undertake a special study or project. Monies were granted to the following members over the past two years.

Ross Kay from Bunbury Cathedral Grammar (WA) went to review mathematics teaching in the UK and to continue links with student teachers in the USA;

Rodney Draper from Mowbray College (Vic) investigated the state and independent systems in the UK and visited affiliate schools;

Rod Case from All Saints' Anglican School (Qld) travelled to the USA to attend the Evolving Vision of Leadership Course at Harvard University;

Allen Kloeden from Brisbane Montessori School (Qld) undertook a training course in Vancouver;

Trudy Moala from Emmanuel College (Qld) investigated the International Baccalaureate program that exists in a K – 12 International School in Tokyo;

Chris Lange from St Peter's College (SA) attended the International Boy Schools Coalition in New York;

Roderick Crouch from the Anglican Church Grammar School (Qld) attended the Harvard Leadership Course at Harvard University; and

Rick Hodgson from Trinity Anglican School (Qld) participated in a school's Marketing Course he is attending in NSW.

I do encourage those of you who wish to attend professional development opportunities within and outside Australia to apply for a grant, as the support of the JSHAA can be invaluable in assisting members with the costs of such.

Rod Case

APPA Report

There is no question the past year has consolidated what APPA has envisaged since its inception almost thirty years ago – the united voice of primary principals and primary education. It has been a long evolution, with significant contributions made by past and present National Executive Councils. It is significant that every national and state / territory primary leaders' association has now shaped APPA as the focal point for national representation and voice.

The expanding role of APPA as a national voice has necessitated a review of all its structures, operations and resources. In promoting the national resourcing focus and undertaking other key initiatives, particularly those MCEETYA agenda items that will impact at the local level, APPA has had to rethink how it does business and supports this business.

To help facilitate this an APPA Review Group (ARG) has been formed to restructure the Association in a way it is able to focus more on core business, identify key strategic initiatives for the future and how best these can all be supported organisationally, at both local and national levels, as well as how best they can be resourced.

APPA NEC Representatives at meeting on 1/2 September, 2002 (l to r), Leonie Drew (WA), Jon Hosford (Tas), Vicki Simmonds (Vic), Chris Riemann (SA), Jenny Porter (NSW) and Roderick Crouch (QLD)



The plan evolved by this group is a blue print for the future voice of primary education. Its arrival is timely, given the significant change to both the APPA NEC and Secretariat for 2003, the refocus of strategic initiatives and the collaborative unity of all stakeholders. It signals a new era for APPA and primary education. I urge all members to share and commit to the vision.

Primary resourcing continues to be a key focus and will be so again in 2003. The combined actions of the "Our Future Report" (AGPPA 2001) and APPA lobbying have enhanced a national focus on primary resourcing. This focus will soon be further advanced by the Commonwealth's "Study into Australian Primary Schools – Report of Stage One" (Edith Cowan University, ACER, University of Melbourne and Monash University Consortium).

The Stage One Report, which will be launched in the near future, is the first rigorous and comprehensive research into the historical evolution of differentials in the resourcing cultures of the primary and secondary school sectors. It is a report all primary principals must read. It is a report that provides the foundation and impetus for "Stage Two" of the research – the essential review of case studies where these questions can be actioned across a range of Australian primary schools to promote dialogue and proposals about the capacity to deliver; local needs, disparities and resourcing decisions. Stage Two is the "nuts and bolts" of our "Hands Up For Primary Schools Campaign." The National Issues Discussion after the APPA AGM will be an opportunity for members to contribute towards the framework for review.

A momentous decision was made on the 2nd September, by all peak associations at a national Leadership Seminar, to commit to the development of a National Principals' Institute, owned by the profession, managed and operated by the profession, for the profession. APPA has been developing, promoting and sharing a discussion paper concept since 1997 and welcomes the decision as part of our vision. This paper is available, from APPA, at the Conference.

A steering council of six (three APPA and three Secondary representatives) has been established to explore and propose what might be its purpose, functions, roles and format. Ongoing review and discussion will continue, with another peak body seminar in 2003. The same levels of communication and debate will occur both locally and nationally, exploring the concept and roles and relationships of local associations, leadership centres, governments, education authorities and other potential partners and stakeholders, including tertiary and private sectors. **The concept is exciting and all principals are urged to demand participation in the debate and its evolution.**

After four years as National President, I feel somewhat sad to say farewell to such a dedicated and supportive group. Under the future leadership of Tom Croker, along with his new team, APPA will go from strength to strength.

Thank you to all the associations and members who have supported me and treated me so warmly over the years.

Tony Misich
APPA President

APPA Secretariat : 2002 – 04

President	Tom Croker	(AGPPA – NSW)
Vice President	Brendan Spillane	(ACPPA – WA)
Vice President	Don Lello	(AGPPA – TAS)
Secretary	Chris Robarts	(ACPPA – VIC)
Treasurer	Roderick Crouch	(JSHAA – QLD)

JSHAA Homepage

www.jshaa.asn.au

Have you visited our newly created Home Page recently? Jon Hosford, the new Federal Projects Officer, will be responsible for the Homepage during the next biennium.

To keep the Home page contemporary it is important that Jon receives regular news of Branch and Member activities. Members are encouraged to send Jon information and photos of relevant activities, especially for the News section of the site.

One of the Board's goals is to have in place by the beginning of next year an accurate database of information about members and their schools, which can be accessed by a member at anytime.

We also believe it critical that we have a national e-mail database for regular communication between the Federal Chairman and the Board, and the members. The aim is to establish this at the same time as work on the Members' Database occurs.

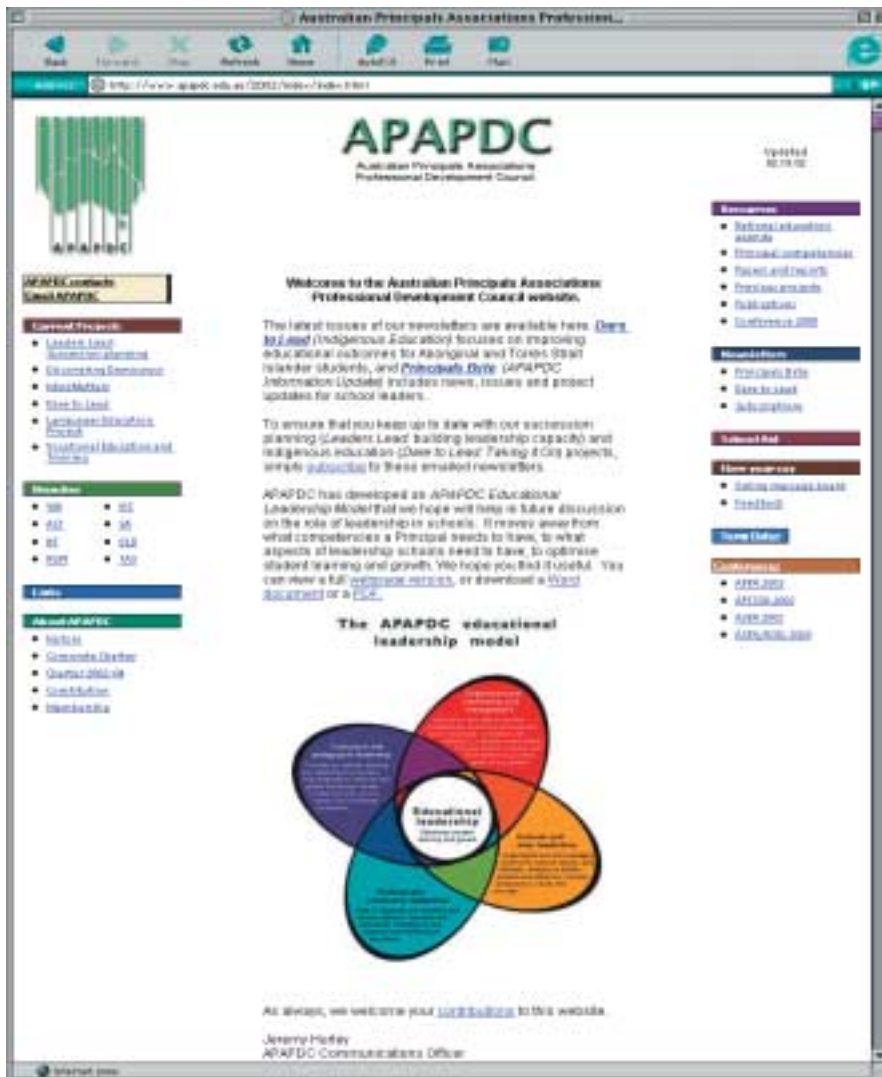
APAPDC Report

The APAPDC website, www.apapdc.edu.au, has been redesigned to make it faster and more user-friendly, with determined efforts to keep it current.

Two new monthly electronic newsletters, 'Principals' Byte' and 'Dare to Lead' are available through the website – subscription is via a form on the site. The website contains information on a number of key APAPDC projects over recent years, including:

- Dare to Lead
- Mind Matters
- Mind Matters Plus
- Leaders Lead
- Languages and Education Seminar
- APAPDC involvement on National Working Parties

Our JSHAA representative on APAPDC Council, Leonie Drew, will be stepping aside as she becomes our new Federal Chairman. Her position for the 2002 – 04 biennium will be taken by Robert Hoff. **Leonie's significant contribution to APAPDC at a national level has been greatly valued.** She has contributed in a number of ways to APAPDC initiatives in recent years and has served as the APAPDC representative on the Early Childhood Education Advisory Committee.



It's No Wonder You Are So Tired

Some distinctive characteristics of the teaching profession

Teachers almost always

- deal with entire cohorts of the population – hale, happy and hearty as well as troubled, miserable and unsteady. Almost everyone goes to school.

"I will do everything that I can whilst I am the Minister to talk positively and constructively about the importance of your role as individuals and as a profession in building the kind of society that my children will live in when they are my age... the influence of your profession is inextricably linked to its preparedness to challenge and constructively change the thinking of Australians to a range of complex economic, social and cultural issues."

Dr Brendan Nelson, Minister for Education, Science and Training, 2002

- teach their students what they should know and be able to do as well as what those students might want to know and be able to do. **This entails constant and sometimes difficult judgements**, as well as an ability to justify those judgements and 'get them across' to students who until the age of sixteen are required to come to school.

Like Captured Fireflies

*In her classroom our speculations ranged the world.
She aroused us to book waving discussions.
Every morning we came to her carrying new truths, new facts,
New ideas cupped and sheltered in our hands like captured fireflies.
When she went away a sadness did not go out.
She left her signature upon us.
The literature of a teacher who writes on children's minds.
I've had many teachers who taught us soon forgotten things.
But only a few like her who created in me a new thing,
a new attitude, a new hunger.
I suppose I am the unsigned manuscript of that teacher.
What deathless power lies in the hands of such a person.*

John Steinbeck

"The loneliness of the Leader lies in having to think and dream about the work all day, every day, day after day, and then make what you think and dream about understandable, palatable and workable by those who have not dreamed as deeply or as far into the future as you have."

Monroe, Nothing's Impossible, 1999

- work within an institution, both by themselves and collaboratively with their colleagues. **Little of their work is 'private' in the way, for example, that doctor's work with individual patients is.**
- work with their 'clients', their students, as a group. This produces extraordinary intensity and **range of interpersonal interactions estimated by some researchers as, at times, exceeding 600 per day.**
- work in environments where large quantities of diverse events take place, often simultaneously, **requiring a constant flow of 'good' judgements (again estimated at more than 200 per hour)**, characterised by their immediacy and the absence of settled periods for reflection.

"A Leader is best when people barely know they exist, not so good when people obey and acclaim them, worse when they despise them. But of a good Leader, their aim fulfilled, they will say, 'We did it ourselves!'"

Lao Tzu, 6th century BC

- work in environments where unpredictability is a constant, and where extraneous (and unknown and unforeseeable) factors can have a powerful impact.
- work within a detailed and evolving history of relationships. **No other members of the workforce have such prolonged and deep contact with their 'clients'.**
- judge themselves and are judged, formally or informally, by multiple and sometimes conflicting criteria applied simultaneously.
- have a strong moral dimension to their work that involves the guidance and regulation of behaviour, but also because **they are trying, in all respects, to make their students the best they can be.**

MACVIT NEWS, No 2, 2001

*"Stress is not limited to any one level in an organisation. Although typically we have assumed all the heart attack candidates come from the Executive ranks, its now known that middle and lower levels have their own unique problems, making stress an 'equal opportunity' opponent... **By massive popular vote, the leading cause of stress at work is the bad boss...."***

Peter Hanson, Stress for Success

Federal Executive Meeting

The Federal Executive met in Melbourne on 28 and 29 July, 2002 to prepare for the upcoming national APPA conference and Association AGM. We also met with Geoff Carroll, Federal Projects Officer; to finalise printing details for the 2002 – 04 Directory. Other issues addressed included:

- approval for the necessary changes to the Articles of Association to be put at the AGM;
- agreement to produce a booklet for each member with all matters related to the AGM;
- preparing Agendas for the pre and post conference Federal Board meetings and the AGM;
- Chairman and Treasurer's Reports, with initial discussion on the budget for 2002 – 04;
- agreed process for evaluating our involvement in the APPA conference this year at the expense of our own JSHAA conference;
- plan to set up a Members' Database which can be accessed by members, satisfies the Association's financial requirements and can be easily used for the Directory;
- discussion on our current Insurance Policy with Ansva. We have been asked for a significant amount of information by Ansva about the Association's activities and it was agreed Chris Lange would speak with them at length and report back to the Federal Board before renewing our Policy;
- preliminary work on rewriting the Association's Goals, Objectives and Strategies for 2002 – 04;
- latest APPA and APAPDC Reports from Leonie Drew;
- forward planning for future development of the Association Homepage; and
- commitment to preparing an Indigenous Education Policy for JSHAA, as per other national educational bodies.

Thank you

Sincere appreciation is extended to Geoff Matthews and Chris Lange for their outstanding contribution to the JSHAA at both a Federal and State level. As experienced Heads committed to the cause of independent primary education in this country, they have given generously and selflessly of their time to mentor new Heads and initiated a number of procedures and practices within the operation and structure of the Association, for its benefit. In acknowledgement of their sustained and outstanding contribution they were awarded JSHAA Fellowships at the recent APPA Conference.

Mr Geoff Matthews
1994 – 1998 Federal Projects Officer
1998 – 2002 Federal Secretary

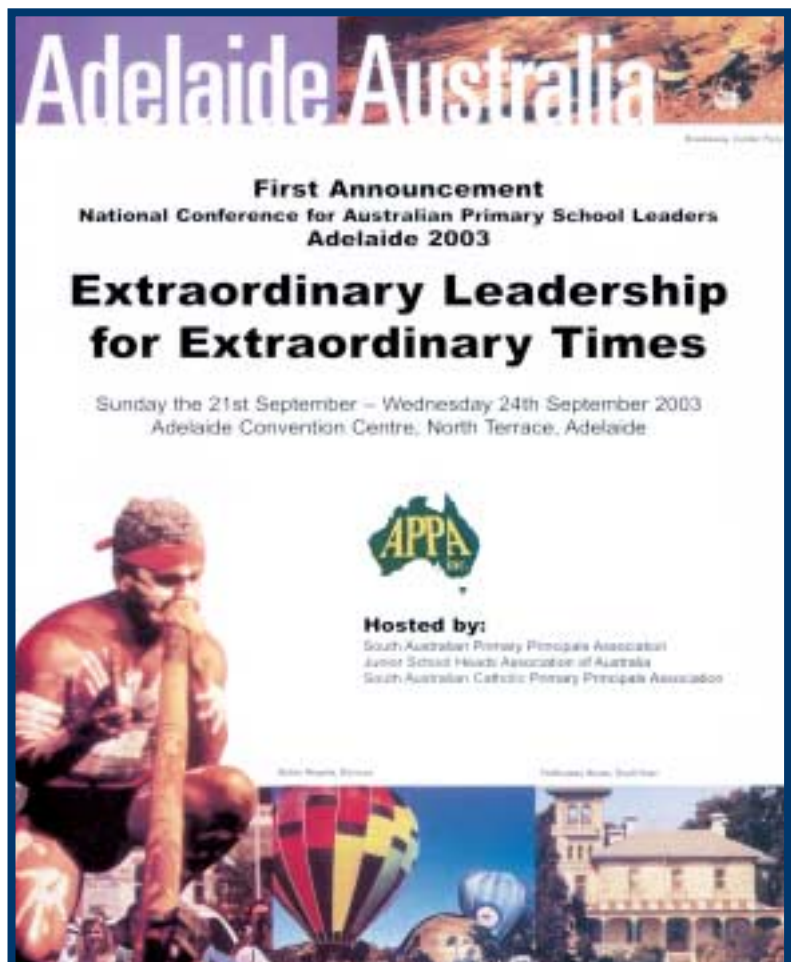
Mr Chris Lange
1996 – 2002 Federal Treasurer

Federal Board Meeting

The Federal Board for 2000 – 02 met before the 2002 APAA Conference to finalise business for that biennium. Much of the meeting centred on reports from the Federal Chairman, Treasurer, Secretary, Projects Officer, Grants-in-Aid Chairman and State Representatives. Particularly pleasing to note were:

- the exciting array of activities conducted within Branches for the students in our schools;
- the variety of PD offerings for both Heads, Deputies and teachers in member schools;
- the sound financial position in which our Association finds itself at the end of another biennium;
- the increased uptake by Heads of monies in the Grants-in-Aid fund, with most of the allocated \$10,000 being spent;
- our continuing pre-eminent position at a national level within APPA and ongoing involvement in a number of national primary school initiatives; and
- our involvement in APAPDC, at both a national and state level.

There is no doubt the Board has overseen another successful biennium for our Association and we look forward to 2002 – 04, with Leonie Drew and her newly restructured Board providing effective leadership at a critical time in JSHAA history.



Federal Board : 2002 – 04

Federal Executive Federal Chairman



*Mrs Leonie Drew
Methodist
Ladies' College*

Federal Chair-Elect



*Mr Michael Dunn
Cranbrook School*

Federal Immediate Past Chair



*Mr Robert Hoff
Immanuel
Primary School*

Federal Secretary



*Mr Andrew Ponsford
Yarra Valley
Grammar School*

Federal Treasurer



*Mr David Hine
John Paul College*

Federal Projects Officer



*Mr Jon Hosford
Launceston Church
Grammar School*

State Representatives

New South Wales

Mr Steven Bowers

South Australia

Mrs Deb Dalwood

Victoria

Mrs Jody Neylon

Queensland

Mr Roderick Crouch

Tasmania

Mr Marty Ogle

Western Australia

Mrs Janet Wilmot

State Executives : 2002 – 04

New South Wales

- Chairman Mr Steven Bowers
Shore Preparatory School
Phone: (02) 9956 1183
- Chair-Elect Mr Stephen Bomford
St Peter's Anglican Primary School
Phone: (02) 4627 2990
- Secretary Ms Elizabeth Antcliffe
St Philip's Christian College
Phone: (02) 4967 6955
- Treasurer Mr Andrew McPhail
Kinross Wolaroi School
Phone: (02) 6392 0316



Mr Steven Bowers

Queensland

- Chairman Mr Roderick Crouch
Anglican Church Grammar School
Phone: (07) 3896 2200
- Chair-Elect Mr Rod Case
All Saints' Anglican School
Phone: (07) 5530 2855
- Secretary Mr Steve Warren
The Glennie Preparatory School
Phone: (07) 4688 8877
- Treasurer Mr Stuart Marquardt
Sunshine Coast Grammar School
Phone: (07) 5445 4444



Mr Roderick Crouch

South Australia

- Chairman Mrs Deb Dalwood
Seymour College
Phone: (08) 8379 0022
- Chair-Elect Mr Wally Armitage
St Ignatius' College
Phone: (08) 8130 7100
- Secretary Mrs Margaret Taylor
Walford Anglican School for Girls
Phone: (08) 8272 6555
- Treasurer Ms Denise Evans
Wilderness School
Phone: (08) 8344 6688



Mrs Deb Dalwood



Mr Marty Ogle

Tasmania

Chairman Mr Marty Ogle
Dominic College
Phone: (03) 6272 2644

Chair-Elect Mrs Mary Turnock
St Mary's College
Phone: (03) 6234 3381

Secretary Ms Angie Dixon
St Michael's Collegiate
Phone: (03) 6211 4931

Treasurer Ms Angie Dixon
St Michael's Collegiate
Phone: (03) 6211 4931



Mrs Jody Neylon

Victoria

Chairman Mrs Jody Neylon
Caulfield Grammar School
– Malvern Campus
Phone: (03) 9885 7117

Chair-Elect Mr Guy Mason
Scotch College
Phone: (03) 9810 4224

Secretary Ms Sue Ramsey
Carey Baptist Grammar School
Phone: (03) 9816 1284

Treasurer Mr Ross Grace
Donvale Christian College
Phone: (03) 9844 2471



Mrs Janet Wilmot

Western Australia

Chairman Mrs Janet Wilmot
Presbyterian Ladies' College
Phone: (08) 9424 6428

Chair-Elect Mr Greg Stowe
Scotch College
Phone: (08) 9383 6874

Secretary Mrs Margaret Brede
St Mary's Anglican Girls' School
Phone: (08) 9341 9230

Treasurer Mrs Di Rundus
Perth College
Phone: (08) 9371 9562