

INDEPENDENT PRIMARY SCHOOL HEADS OF AUSTRALIA (Ltd)

INTERNATIONAL KEY TARGETS: 2008 – 2010

| TARGET | STRATEGIES | RESPONSIBILITY | TIME LINE |
|--|--|--|------------------|
| <p>1. Strengthen the current positive relationships with the Association of Heads of the Independent Schools of New Zealand (AHISNZ), the Incorporated Association of Preparatory Schools (IAPS) and ESHA (USA). (Goal 3)</p> | <ul style="list-style-type: none"> - Sharing of publications with ESHA - Attend the ISNZ, IAPS and ESHA conferences each biennium - Develop web links with AHISNZ, IAPS and ESHA Schools in the USA - Continue to support IAPS Membership - Consider an IPSHA web link on the ICP website | <p>Federal President and Federal Executive</p> <p>Federal Immediate Past President</p> | <p>2008 – 10</p> |
| <p>2. Invite expatriate members to overseas membership of IPSHA (Goal 3)</p> | <ul style="list-style-type: none"> - Identify members who have already, and who do so in the future, take headship appointments in overseas schools. - Consider membership options/levels and invite their membership | <p>Federal Board</p> | <p>2008 – 10</p> |
| <p>3. Continue to investigate relationships with SAHISA (South Africa) (Goal 3)</p> | <ul style="list-style-type: none"> - Mutual conference invitations - Email contacts in Federal Link and on website | <p>Federal President and Federal Board</p> | <p>2008 – 10</p> |

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|---|---|--|-------------------------------------|
| 1. Maintain representation for all states (and territories) on the Australian Primary Principals' Association (APPA) National Executive Council (NEC) (Goals 1, 2, 3, 4) | <ul style="list-style-type: none"> - Branch and Association recognition of a member's role and responsibilities on APPA NEC - Federal President to attend APPA NEC meetings as observer | Federal Executive, State Presidents and APPA NEC Representatives | 2008 – 10 |
| 2. Promotion of IPSHA in the public arena (Goals 1, 2) | <ul style="list-style-type: none"> - Further development of IPSHA website - Promotion of IPSHA memorabilia - Seek sponsorship opportunities - Seek social action opportunities | Federal Executive | 2008 – 10 2008 – 10 2008 – 10 |
| 3. Maintain involvement in Principals Australia activities (Goal 3) | <ul style="list-style-type: none"> - Attendance at State activities - Involvement in and contribution to PA initiatives | State Executives and JSHAA members | 2008 – 10 |
| 4. Where deemed appropriate, respond to issues pertinent to primary education in Australia (Goals 1, 2) | <ul style="list-style-type: none"> - Active involvement in PA and APPA activities - Have influence through local Independent School Assns - APPA NEC representatives communicate with State Branch and Federal Board - Discuss issues with AHISA as appropriate - Federal Board consider relevant issues | Federal President, Federal Executive and IPSHA members | 2008 – 10 |

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| 5. Promotion in the growth of membership so the Association is more fully representative of independent primary schools in Australia (Goal 1) | - Initiate increased membership from independent schools | Federal Executive and State Executives | 2008 – 10 |
| | - Explore further levels of membership | Federal Executive | 2008 – 10 |
| 6. Encourage State Branches to maintain their focus on members' activities and responsibilities (Goals 1, 2, 3, 4) | - Maintain State handbooks | Federal President and State Presidents | 2008 – 10 |
| | - Implement Induction of New Heads' policy | | |
| | - Federal President / Executive visits to the States | | |
| | - Attendance at National and State conferences | | |
| | - Provide PD to State Presidents | | |
| 7. Continue to strengthen our relationship with the Australian Primary Principals' Association (APPA) and the Association of Heads of Independent Schools of Australia (AHISA) (Goal 1) | - Maintain regular contact with the Chair of AHISA and President of APPA | Federal and State Presidents | 2008 – 10 |
| | - Executive meeting with AHISA Chair once per biennium | Federal Executive | 2008 – 10 |
| | - Invite APPA President to Biennial Conference | | |
| 8. Promote Association Fellowships (Goal 3) | - Encourage Branch nominations of members | Federal Board and State Executives | 2008 – 10 |
| 9. Maintain the Federal Archives collection (Goal 2) | - Continue cataloguing and preserving material | Federal President Elect | 2008 – 10 |

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| 10. Be involved in the planning of the Australian Primary Principals' Association conference, ensuring the ethos and collegiality of IPSHA is maintained (Goals 1, 2) | - Ensure there is equal representation on each APPA Conference committee | Federal Executive and State Branches | 2008 – 10 |
| 11. Promote ourselves as a highly professional organisation (Goal 1) | - Produce high quality publications - Develop and maintain a dynamic website | Federal Executive | 2008 – 10 |
| 12. Embrace the National Strategy to improve the education and health outcomes for Indigenous children by raising such an awareness in our schools (Goal 4) | - Encourage involvement of Heads in Indigenous Education forums and through Dare to Lead - Provide opportunities to be inclusive of Indigenous Education outcomes - Seek out expertise to facilitate presentation of Indigenous Education issues at a State level - Promotion of National Reconciliation Statement - Acknowledgement of Country at Biennial Conferences | Federal Executive and State Executives | 2008 – 10 |

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| 13. Reconsider the badging of the Association (Goal 1) | - Review badging to ensure most appropriate corporate image in contemporary climate | Federal Executive and Board, Branches and Members | 2009 (Sept) |
| 14. Maintain focus on IPSHA as a national organisation (Goal 1) | - Federal Executive to visit each state during the biennium - Federal Board to meet twice between biennial conferences | Federal Executive | 2008 – 10 |
| 15. Promotion of the well-being of Heads through mutual support (Goal 3) | - Develop a plan for mentoring through a buddy system - Encourage State social activities - Continue Biennial Conference New Heads seminar - Access L5 activities and AHISA PAL activities where possible | Federal President, State Executives and JSHAA members | 2008 – 10 |
| 16. Finalize IPSHA Biennial Conference protocols | - Use APPA Conference paper as a reference | Federal Executive | 2009(Sept.) |

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| 1. Continue to promote state conferences and professional development activities (Goals 1, 2, 3, 4) | - Invite local members and State Presidents to attend state conferences | State Presidents | 2008 – 10 |
| | - Publicise IPSHA activities through our website | Federal Immediate Past President | 2008 – 10 |
| 2. Promotion of the Association in schools and the wider community through child-centred activities (Goals 1, 4) | - Put list of child-centred activities on State website | Federal Board | 2008 – 10 |
| | - Continue to foster a variety of activities for children | | |
| | - Develop comprehensive list of all IPSHA activities for children | | |
| | - Publicise through the Federal Link | | |
| | - Publicise activities via media releases | | |
| 3. Encouragement of teacher specialist / interest groups in each State (Goal 3) | - Ascertain needs of teachers in our schools | State Executives and State Branches | 2008– 10 |
| 4. Ensure there is an effective Induction and Mentoring process for all new members (Goal 3) | - Termly phone calls to new members | State Executives | 2008 – 10 |
| | - New Heads activities in each State | | |
| | - Identify a mentor for all new Heads | | |
| | - Develop discussion opportunities through IPSHA website and email | | |
| 5. Facilitate a process for the sharing of documentation and policies in our schools (Goal 3) | - Branch workshops | State Executives | 2008 – 10 |
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| 6. Regularly maintain State websites (Goals 1, 3) | <ul style="list-style-type: none"> - Ensure each website follows a similar outline - Keep sites current | State webmaster and Federal President-Elect | 2008-10 |
| 7. Increase in local membership (Goal 1) | <ul style="list-style-type: none"> - Clear duty statement for membership secretary | | 2008 – 10 |
| 8. Promotion of APPA as the national voice of primary education (Goal 1) | <ul style="list-style-type: none"> - At every IPSHA branch meeting ensure there is an APPA report | State President and APPA NEC rep | 2008 – 10 |
| | <ul style="list-style-type: none"> - Encourage members to help organise and attend APPA conferences | APPA NEC members and State Presidents | 2008 – 10 |
| 9. Increase registration by IPSHA members in APPA Research Service (Goal 1) | <ul style="list-style-type: none"> - Highlight benefits for IPSHA and encourage members to join to a level of at least 50% | APPA NEC members and State Presidents | 2008 – 10 |
| 10. Develop and regularly maintain IPSHA State history (Goal 2) | <ul style="list-style-type: none"> - Appointment of a State archivist | State President and Executive | 2008 – 10 |

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| <p>11. Embrace the National Strategy to improve the education and health outcomes for Indigenous children by raising such an awareness in our schools (Goal 4)</p> | <ul style="list-style-type: none"> - Encourage involvement of Heads in Indigenous Education forums and Dare to Lead - Provide opportunities to be inclusive of Indigenous Education outcomes - Acknowledgement of Country, use of reconciliation statement or alternate inclusion in each Branch meeting | <p>Federal Executive and State Executives</p> | <p>2008 – 10</p> |
| <p>12. Maintain involvement in Principals Australia activities (Goals 1, 3)</p> | <ul style="list-style-type: none"> - Seek out expertise to facilitate presentation of Indigenous Education issues at a State level - Promote National Reconciliation Statement - Attendance at State activities - Involvement in and contribution to PA initiatives - Ensure that there is a IPSHA representative on State PA Committees. | <p>State Executives and IPSHA members</p> | <p>2008 – 10</p> |
| <p>13. Maintain State Branch Handbook and By-Laws (Goals1,2,3,4)</p> | | <p>State Presidents</p> | <p>2008 -10</p> |