

## 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). <b>(Goal 3)</b></p>	<ul style="list-style-type: none"> <li>- Sharing of publications with ESHA</li> <li>- Attend the ISNZ, IAPS and ESHA conferences each biennium</li> <li>- Develop web links with AHISNZ, IAPS and ESHA Schools in the USA</li> <li>- Continue to support IAPS Membership</li> <li>- Consider an IPSHA web link on the ICP website</li> </ul>	<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 <b>(Goal 3)</b></p>	<ul style="list-style-type: none"> <li>- Identify members who have already, and who do so in the future, take headship appointments in overseas schools.</li> <li>- Consider membership options/levels and invite their membership</li> </ul>	<p>Federal Board</p>	<p>2008 – 10</p>
<p>3. Continue to investigate relationships with SAHISA (South Africa) <b>(Goal 3)</b></p>	<ul style="list-style-type: none"> <li>- Mutual conference invitations</li> <li>- Email contacts in Federal Link and on website</li> </ul>	<p>Federal President and Federal Board</p>	<p>2008 – 10</p>

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### NATIONAL KEY TARGETS: 2008 – 2010

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

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TARGET	STRATEGIES	RESPONSIBILITY	TIME LINE
5. Promotion in the growth of membership so the Association is more fully representative of independent primary schools in Australia <b>(Goal 1)</b>	- 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 <b>(Goals 1, 2, 3, 4)</b>	- 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) <b>(Goal 1)</b>	- 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 <b>(Goal 3)</b>	- Encourage Branch nominations of members	Federal Board and State Executives	2008 – 10
9. Maintain the Federal Archives collection <b>(Goal 2)</b>	- Continue cataloguing and preserving material	Federal President Elect	2008 – 10

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TARGET	STRATEGIES	RESPONSIBILITY	TIME LINE
10. Be involved in the planning of the Australian Primary Principals' Association conference, ensuring the ethos and collegiality of IPSHA is maintained <b>(Goals 1, 2)</b>	<ul style="list-style-type: none"> <li>- Ensure there is equal representation on each APPA Conference committee</li> </ul>	Federal Executive and State Branches	2008 – 10
11. Promote ourselves as a highly professional organisation <b>(Goal 1)</b>	<ul style="list-style-type: none"> <li>- Produce high quality publications</li> <li>- Develop and maintain a dynamic website</li> </ul>	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 <b>(Goal 4)</b>	<ul style="list-style-type: none"> <li>- Encourage involvement of Heads in Indigenous Education forums and through Dare to Lead</li> <li>- Provide opportunities to be inclusive of Indigenous Education outcomes</li> <li>- Seek out expertise to facilitate presentation of Indigenous Education issues at a State level</li> <li>- Promotion of National Reconciliation Statement</li> <li>- Acknowledgement of Country at Biennial Conferences</li> </ul>	Federal Executive and State Executives	2008 – 10

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### NATIONAL KEY TARGETS: 2008 – 10

TARGET	STRATEGIES	RESPONSIBILITY	TIME LINE
13. Reconsider the badging of the Association <b>(Goal 1)</b>	- 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 <b>(Goal 1)</b>	- 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 <b>(Goal 3)</b>	- 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.)

## INDEPENDENT PRIMARY SCHOOL HEADS OF AUSTRALIA (Ltd)

### LOCAL KEY TARGETS: 2008 – 10

TARGET	STRATEGIES	RESPONSIBILITY	TIME LINE
1. Continue to promote state conferences and professional development activities <b>(Goals 1, 2, 3, 4)</b>	- 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 <b>(Goals 1, 4)</b>	- 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 <b>(Goal 3)</b>	- 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 <b>(Goal 3)</b>	- 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 <b>(Goal 3)</b>	- Branch workshops	State Executives	2008 – 10

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TARGET	STRATEGIES	RESPONSIBILITY	TIME LINE
6. Regularly maintain State websites <b>(Goals 1, 3)</b>	<ul style="list-style-type: none"> <li>- Ensure each website follows a similar outline</li> <li>- Keep sites current</li> </ul>	State webmaster and Federal President-Elect	2008-10
7. Increase in local membership <b>(Goal 1)</b>	<ul style="list-style-type: none"> <li>- Clear duty statement for membership secretary</li> </ul>		2008 – 10
8. Promotion of APPA as the national voice of primary education <b>(Goal 1)</b>	<ul style="list-style-type: none"> <li>- At every IPSHA branch meeting ensure there is an APPA report</li> </ul>	State President and APPA NEC rep	2008 – 10
	<ul style="list-style-type: none"> <li>- Encourage members to help organise and attend APPA conferences</li> </ul>	APPA NEC members and State Presidents	2008 – 10
9. Increase registration by IPSHA members in APPA Research Service <b>(Goal 1)</b>	<ul style="list-style-type: none"> <li>- Highlight benefits for IPSHA and encourage members to join to a level of at least 50%</li> </ul>	APPA NEC members and State Presidents	2008 – 10
10. Develop and regularly maintain IPSHA State history <b>(Goal 2)</b>	<ul style="list-style-type: none"> <li>- Appointment of a State archivist</li> </ul>	State President and Executive	2008 – 10

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