

## Anyone For an Overseas Placement or Exchange?

As reported in the November 2008 Newsletter the ISEA, during its study-tour to North America, established contacts with several educational organisations interested in hosting placements or exchanges of NSW DET senior officers. The organisations are as follows:

**Curriculum Services Canada (CSC)**, a Pan-Canadian standards agency for quality assurance in learning products and programs. CSC ensures that resources developed for use in Canadian schools are of the highest quality to support instruction and learning. As a “not-for-profit” organisation CSC provides a standards based development, implementation, evaluation and accreditation of teaching and learning resources. CSC is based in Toronto.

**Ontario College of Teachers (OCT)**, a Toronto-based organisation that governs the teaching profession in Ontario in the public interest. Teachers employed in the publicly funded system must be members of the College. Registration of teachers is based on the *Standards of Practice for the Teaching Profession* developed and promulgated by the OCT. The OCT has the power to revoke registration and to investigate complaints against its members.

**Education Quality and Accountability Office (EQAO)**, a Toronto based organisation established in 1996, as a result of a Royal Commission, to provide information and resources based on the testing of student learning in reading, writing and mathematics at key points in their school education. The tests are based on *The Ontario Curriculum* and the resulting data are used to inform student and school improvement plans and strategies.

**International Partners in Action (IPC)**, a program, sponsored by the Ontario Principals Council (OPC) and its subsidiary Leadership Canada (LC), whereby principals and superintendents in Ontario may engage with NSW principals or school education directors in action-research projects around topics of mutual interest. The program involves participants working together, and being hosted in each others homes and work locations, for a period of 7-10 days.

**University of Illinois at Chicago: College of Education (UIC)**, conducts a range of research and teaching programs centred mostly on urban education. In particular the College offers a doctoral program in *Urban Education Leadership* for talented teachers and school leaders who aspire to transform low-performing urban schools into effective learning environments for students and teachers. Candidates assume school or system leadership roles early in the program and continue to receive coaching support.

**The Evaluation Centre: University of Western Michigan (UWM)**. Based in Kalamazoo, Michigan, this world renowned organisation conducts educational research and develops student testing programs across the USA and the world. As the academic base for several leading evaluators (Arlen Gullickson, Stephen Magura, Daniel Stufflebeam and Jian Ping Shen) the Centre works to define and report on professional teaching standards, program evaluation standards, classroom assessments and leadership development.

**Arrangements** for placements or exchanges with any one of these organisations are most likely to vary on a case-by-case basis with individual roles, responsibilities, timing and costs being obvious factors. Nonetheless it is anticipated that a placement would be for a period of no more than two weeks (likely to coincide with a school vacation for the visitor) with the placed officer paying for travel and accommodation with some assistance from the host organisation. An exchange would be on a reciprocal, but not simultaneous basis with each participant being responsible for their own travel but providing accommodation for their exchange partner.

**ISEA Role:** The ISEA would act as the agent, at no cost to members, in setting up placements or exchanges. Some financial assistance would be provided to ISEA members to cover the costs of participation.

**Expressions of Interest:** Members interested in a placement or exchange with any of the listed organisations should complete the proforma on page 2 of this Newsletter.

## CEO Salaries and Conditions Award: Progress Report

**The ISEA continues to have constructive discussions with the DET over a new Salaries and Conditions Award for CEOs. With an award for teachers having been recently determined in the Industrial Relations Commission (IRC) discussions about a CEOs Award were resumed last week with a range of current conditions for CEOs under consideration, including professional development, performance management, flexitime, permanency and the provisions applying to CEOs returning to schools.**

As members will be aware teachers were granted salary increases of 4.4% for 2009, 3.8% for 2010 and 3.8% for 2011 with the DET and the Teachers' Federation signing off on variations to some conditions applying to teachers. The Director-General and the Teachers' Federation have provided details of the teachers' award in correspondence to employees and members respectively. A key objective for the DET was to bring as many conditions as possible into line with those applying in the public service across government eg 15 days sick leave. Even so there are few condition changes applicable to teachers that apply to CEOs given the wide range of differences in contexts and responsibilities.

The ISEA's claim for CEOs was filed in the IRC late in 2008 and continues to be the basis of discussions with the DET. Although the ISEA's claim was for two years it appears the DET will not object to it being extended to three years to keep it in line with that applying to teachers. Further the DET has yet to seek approval from government for an offer to CEOs prior to presenting it to the ISEA for consideration. Assuming agreement can be reached on the wording and calculations for a new award, the parties will lodge a consent agreement with the IRC. This process is likely to take at least 4 weeks to conclude, but salary increases will be back-dated to 1 January 2009. Meanwhile an interim 2.5% salary increase has been paid to CEOs after deputations from the ISEA to the DET.

CEO members are asked to indicate by Friday 6 February 2009 whether an offer by the DET of salary increases in line with those offered teachers (see above) would be acceptable to them. Replies should be directed to the Executive Officer by email [ron.ikin@bigpond.com](mailto:ron.ikin@bigpond.com) or fax 02 9181 5879 by COB Friday 6 February 2009. Replies will be used to guide the ISEA's State Council's response to any offer made by the DET.

### North American Placements and/or Exchanges: Expressions of Interest

*Members interested in a placement or exchange with any one of the North American organisations listed on page one of this Newsletter are asked to provide and return the following details. No obligation is assumed by the lodging or acceptance of an expression of interest. Consultation with applicants and cooperating organisations, including the DET, will occur well before any firm arrangements are made.*

Name:..... Position:.....

Directorate/Region: ..... Address.....

Wk Phone: ..... Mobile..... Work Email.....

Brief Summary of Duties:.....  
.....  
.....

**Preferred Type of Arrangement:** Indicate preference for one or both options

1) Placement..... 2) Exchange.....

**Preferred Placement or Exchange Organisation** (Choosing one or more from list on Page 1)

1) .....2).....3).....

**Preferred Time of Year** to be placed with, or to exchange to, the organisation/s nominated above.....

**Preferred Time of Year** to receive a placement/exchange from the organisations as listed.....

**RETURN EXPRESSION OF INTEREST:** ISEA c/o 3/74 WRIGHTS ROAD DRUMMOYNE NSW 2047 BY  
COB 12 FEBRUARY 2009.

**FURTHER DETAILS:** ISEA Executive Officer on 02 9181 5879 or 0418 669 501 or [ron.ikin@bigpond.com](mailto:ron.ikin@bigpond.com)

***Working Together for Education***

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