

In this Edition:

- *President's Message*
- *Salaries Working Party*
- *Local Schools, Local Decisions*
- *Membership Audit*
- *Expressions of Interest ISEA Study Tour 2012*
- *ISEA's Award for Excellence in the Administration of Public Education*
- *ISEA Membership Form*

President's Message**St Mary's Senior High Visit:**

It was my great pleasure on 15 September to be a special guest at St Mary's Senior High School when Cheryl Ballantyne, winner of *ISEA Award of Excellence*, presented a cheque for \$5000 to the principal, Kristine Beazley, to help establish a Confucius classroom. She gave all her award money to the school, using none for her own benefit. On the day it was a most rewarding experience to participate in part of the training day organised by the school to introduce the program to local partner primary school teachers.

Day for Action:

Many ISEA members attended the *Day for Action* rally in the Domain on 8 September. The key message of the rally emphasised that any cuts to the public service would result in a reduction of services to the broader community as the remaining employees within the public service spread their time across more and more tasks formerly undertaken by those cut from an already trimmed workforce. The day resulted in a commitment to a stronger need for solidarity across all sectors of the public service. Such solidarity will be essential to any challenge to the new wages policies being enacted by the O'Farrell government.



Cheryl Ballantyne and St Mary's Senior High School principal, Kristine Beazley.



30,000 public service workers attend the Day For Action Rally

Executive Officer:

Most members will be aware of the serious illness of our executive officer Ron Ikin. For obvious reasons Ron has decided to curtail his input to the work and management of the ISEA. I wish times were better for Ron but fighting the illness is taking almost all his energy, although he still finds some to make a joke and I'm sure you would not be surprised at that! As a result it is essential that we take time to reflect, look at the ISEA from a distance and decide on the best way to serve members' interests without his drive and inspiration.

Finding the way forward

Ron's constant attention to the business of the ISEA has in a sense compensated for the difficulty that most CEOs have in attending to our industrial and professional interests. As we all know CEOs are time poor, including ISEA office bearers who have always made additional sacrifices to ensure the

work conditions, pay and professional networks are optimised for members. However, with Ron on the watch, there was always a back-up and a constant companion.

Our Vice-President Kerrie Ikin has also been fully involved and a driving force in our work. To this extent this has made it easier for members in general to think that they didn't have to make time in their busy schedules to attend to ISEA matters. Unfortunately the time has come when we have to awaken CEO members to the reality that our union needs active participation by far more people than has been the custom in recent years.

In relation to this matter I would also like to thank Brian Powyer for his assistance over recent months in maintaining the key operations of the executive arm of the ISEA and for agreeing to act as the interim executive officer until such time as the position can be filled on a permanent basis.

Succession Planning:

I suppose I am really saying it's time for members to play a more participatory role in the ISEA. A succession plan is required to take us forward. At this time members need to put their hands up and indicate how they can help rather than thinking that 'someone' who has more time can do it. There are no 'someones' like that, and we need help to share the load.

I therefore encourage all members, particularly CEOs, to put on their thinking caps to suggest ideas on how we might reinvigorate the ISEA as a vibrant and leading organisation representing educational administrators within the public education system of NSW. To this end it is planned to convene a statewide workshop on 19 December to propose and debate possible options and solutions that will act as a blueprint for the structures, roles and processes required for the future of the ISEA.

Salaries Working Party

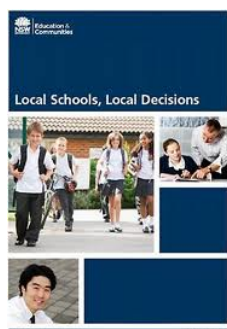
A small working party, to be chaired by Barry Laing, has been established to prepare and coordinate a salaries campaign that will endeavour to ensure that CEOs covered by the *Crown Employees (Chief Education Officers) Department of Education and Training Award* will :

- receive full and adequate salary increases that retain parity with all other related awards,
- argue for salary increases where productivity gains are evident and justifiable
- seek improvement to conditions of employment .

Consultation with other unions has commenced coupled with seeking industrial legal advice on options that are open to public sector unions to seek salary increases above the 2.5% ceiling offered by the O'Farrell government. No salary offer has yet been made by the Department for the ISEA consideration.

All members are invited to forward suggestions to the working party about the type of evidence or argument that could be presented to best advance the position of the ISEA in future salary and condition negotiations. Forward suggestions to Brian Powyer bpowyer@optusnet.com.au .

Local Schools, Local Decisions



Recently members of the ISEA executive were provided with a briefing on the Department's discussion paper *Local Schools, Local Decisions*. At the commencement of the session it was emphasised that the NSW Government is committed to increasing local decision making in schools to improve teaching and learning. The discussion paper is intended to facilitate a conversation around how best to achieve this outcome.

Feedback from the consultation process will inform the next steps to be taken by the Department. The Director-General, Michele Bruniges has given assurances that the process will be open and transparent.

An interim report, based on the preliminary findings of regional forums and principal input, has indicated that a number of themes are emerging - allocating budgets on school complexity matrix rather than on a single enrolment figure; increased flexibility to employ staff at the local level; classifying schools and principals around school complexity factors; providing greater flexibility and

choice in program delivery to schools; facilitating opportunities for schools to work together by sharing and combining resources; establishing a central information system that reduces the need for schools to repeat or duplicate information.

The ISEA has been encouraged to contribute to the consultation process and is currently preparing a submission to address the key issues outlined in the discussion paper. All members are encouraged to send their thoughts and suggestions to Brian Powyer, bpowyer@optusnet.com.au by 18 Nov. 2011

Membership Audit

With the much appreciated assistance of Grant Beard the ISEA executive recently completed an audit of our membership and is keen to contact anyone who may be a member but does not receive regular electronic communication through our email listserv. It would be appreciated if members receiving this newsletter checked with other CEOs in their work area or in equivalent positions in other regions/state offices that they have received this newsletter. If this has not occurred please suggest that they contact the Brian Powyer, bpowyer@optusnet.com.au to ensure that they are placed on our email list.

It has also become apparent that there are a number of CEOs not currently listed as members. If current members are aware of colleagues who may not have joined the ISEA we would greatly appreciate it if you draw to their attention the advantages of membership. We feel that with the current salaries negotiations underway it may be well within their interests to become members of the ISEA the body responsible for the award that provides their salary and conditions. A membership form is attached to this newsletter if required.

ISEA Study Tour 2012 – USA, Canada

The ISEA is proud and excited to announce that it has organised an outstanding study tour of the USA and Canada from 23 September –5 October 2012. Scheduled for the Spring school vacation this study tour offers:

- 11 nights accommodation, Boston, Toronto, Edmonton/Calgary.
- All international and internal flights ,airport taxes, travel insurance.
- Visits to Boston College, Harvard University, Alberta University.
- Workshop with Dennis Shirley, Andy Hargreaves, Dianna Millard .
- Meet with ministry officials, principal councils and superintendents.
- Visits a range of high performing schools including Alberta AISI schools.
- Sightseeing Historic Boston, Niagara Falls, Banff National Park and MORE.
- Full information session for all participants early 2012.
- Estimated cost of 13 day ISEA/LEAP Study Tour **\$4,600.00** pp.



Expressions of interest are being sought from members and associates to participate in this unique opportunity to:

- visit and engage with world renowned educational academics
- observe world best practice schools and educational systems
- meet with high profile administrators and school leaders and
- visit some of the world's most spectacular scenic attractions and cities.

No commitment is required at this stage, just an indication of interest. Full details and expression of interest forms are available from ISEA website www.iseansw.org.au . It is anticipated that a small subsidy will be available to members joining this tour.

ISEA Award for Excellence in the Administration of Public Education

A reminder that applications for the ISEA Award for Excellence in the Administration of Public Education are **now due**. This prestigious award valued at \$5000.00 is widely recognised across the broader education community.

Members are invited to nominate a colleague for this year's Award or if you are aware of others who could be considered for the Award please advise the executive officer. The nomination process is simple and requires little time to complete. Full Information and application forms can be found on the ISEA website www.iseansw.org.au.

We look forward to receiving your nomination. For further information contact Brian Powyer, Mb 0401 181 170 or bpowyer@optusnet.com.au

INSTITUTE OF SENIOR EDUCATIONAL ADMINISTRATORS (NSW)

Membership Application Form

Full Membership of the ISEA is available to the Senior Executive Service, Senior Officers, Chief Education Officers (temporary and permanent), and other employees of the NSW DET whose status is equivalent or senior to Chief Education Officers. Associate (all currently employed educators) and Retired Membership is also available. Membership is on an annual basis by direct payment of a yearly subscription or by salary deductions.

Annual Subscriptions are: Full Membership \$300; Associate Membership \$50; Retired Membership \$30.

MEMBERSHIP

Name _____ Position _____

Work Address _____ Tel _____ Fax _____

Mobile _____ Email _____

Home Address _____ Tel _____ Fax _____

Mobile _____ Email _____

Membership Status Existing member

New member

Membership Full

Associate

Retired

Payment type Annual (12month) direct payment

or Salary deduction

Enclose Cheque made payable to **ISEA of NSW**
Forward to:
Executive Officer ISEA 17 Burton Ave Northmead 2152

AUTHORITY FOR SUBSCRIPTION TO BE DEDUCTED FROM SALARY

I hereby authorise the Department of Education and Training (Corporate Employee Services) to deduct from my salary, payable in respect to my employment with the DET, the sum of \$11.54 from each fortnightly salary & remit said amount to the ISEA of NSW.

Surname: _____ Given Name: _____ Serial Number _____

Home Address: _____ Postcode: _____ Phone (H) _____

Position _____ Office Location _____ Phone (W) _____

Signature: _____ Date: _____

Return to: The Executive Officer, ISEA of NSW, 17 Burton Avenue Northmead 2152