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#### ISEA RECOGNISES RETIRED MEMBERS

***In recent weeks the ISEA has recognised the services of 2 long-standing members as they entered onto retirement. Chris Carroll and Dennis MacKenzie, both School Education Directors, have been members of the ISEA since their original appointments to senior DET positions.***



**Above left:** Chris Carroll (centre) receives a presentation from ISEA Vice-President Kerrie Ikin and Treasurer Barry Laing

**Above right:** Dennis MacKenzie (right) and ISEA Executive Officer, Ron Ikin.

#### USA EDUCATION AFTER GEORGE BUSH

The ISEA was recently addressed at a professional dinner by Ms Karen Ames of the Michigan State University. (MSU) Ms Ames reported that the *No Child Left Behind* policy and its associated student testing program, had received little attention during the US Presidential election and was likely to continue as both major parties had supported its initial introduction. A national curriculum was currently subject to a public debate in the USA.

**Left:** ISEA President, Juho Loopeer, Karen Ames (MSU), Kerrie Ikin and Barry Laing.



#### ISEA AWARD FOR EXCELLENCE IN THE ADMINISTRATION OF PUBLIC EDUCATION

The ISEA Award Committee is now receiving nominations for the *ISEA Award for Excellence in the Administration of Public Education 2008*. Full details are available from our website [http://www.iseansw.org.au/ISEA\\_Award.htm](http://www.iseansw.org.au/ISEA_Award.htm) and nomination forms can be downloaded from <http://www.iseansw.org.au/Award-Application.doc> All members are encouraged to nominate a colleague, or a team led by a colleague for this award, valued up to \$5,000.00. Assistance in completing the application form is available by contacting [secretary@iseansw.org.au](mailto:secretary@iseansw.org.au)

## DISCUSSION PAPER FOR A 2009 CEO SALARIES AND CONDITIONS AWARD

***In preparation for a new CEO's Salaries and Conditions Award the ISEA has developed a discussion paper to be presented to the DET for negotiation. The paper seeks to review and revise several aspects of the existing award conditions and in the process justify significant salary increases. Among the conditions the ISEA seeks to revise are:***

**Performance Management:** The ISEA believes that the existing scheme is not implemented consistently across the DET and in the process several CEOs have been denied due salary increments. Further, the developmental support CEOs can anticipate should be specified in the performance agreement. Should supervisors not activate or complete the performance management process then it should be assumed that the CEO's performance has been satisfactory and that the appropriate increments granted.

**Teaching Experience and Educational Qualifications:** The ISEA will seek to be consulted before CEO positions are advertised without the requirement of teaching experience and educational qualifications. Similarly consultation will be sought before CEO positions are dis-established or converted to public service positions.

**Right of Return to Schools:** The ISEA believes that the existing policy covering the return to schools of permanent or temporary CEOs does not give appropriate consideration to the skills, understandings, experience or qualifications of individual CEOs. As such talented officers are being lost to the service. The policy needs radical review.

**Career and Professional Development:** The ISEA will seek the establishment of a "Bipartite Committee" to monitor the implementation of the professional and career development provisions for CEOs as articulated in the existing or any future Award. The ISEA believes that the existing provision falls short of what the DET agreed would be provided and greater adherence to the Award is warranted.

**Flex-Time:** The ISEA will seek a greater degree of flexibility in the application of the current Flex-Time Scheme, particularly for those CEOs required to work unusual or over time hours.

**Long-Service Leave:** Currently temporary CEOs are denied long-service leave except in exceptional circumstances. The ISEA will seek to have CEOs appointed in a temporary capacity for a period of 3 years or more eligible to be granted long-service leave during or at the completion of their temporary appointments.

### ISEA STUDY TOUR ON SCHEDULE

On the 27<sup>th</sup> September '08 ten ISEA members will begin a 2 week study-tour to the USA and Canada. The tour will include visits to schools, school systems and universities in Chicago, Kalamazoo, Lansing and Toronto. Meetings will be held with several imminent educators including:

*Professor Mark Smylie, Dean, College of Education, University of Illinois*  
*Professor Daniel Shufflebeam, Western Michigan University*  
*Dr Steven Magura, Director, National Evaluation Centre, Western Michigan University*  
*Dr Sally Veeder, Assist. Director, National Evaluation Centre, Western Michigan University*  
*Dr Mark Chandler, Director, Kalamazoo School District*  
*Professor Steve Kaagan, Educational Leadership, Michigan State University*  
*Ms Judy O'Brien, Student-Teacher Induction Coordinator, Michigan State University*  
*Dr Chris Dunbar, Alternative School Education, Michigan State University*  
*Professor Michael Fullan, University of Toronto*  
*Dr Joanne Robinson, Director, Leadership Canada*  
*Professor Lorna Earl, International Education, OISE*

A highlight of the tour will be a visit to the Educational Evaluation Centre, at the Western Michigan University, an institution responsible for major student performance programs across the USA. The group will also attend the annual "Home-coming" American Football match in Lansing, Michigan and visit the Greenfield Village in Detroit, the world famous Niagara Falls, the village of Niagara on the Lake and the CNN Tower in Toronto. Further details available from the ISEA Executive Officer on 02 9181 5879 or 0418 669 501.

### ISEA MEMBERSHIP ALWAYS OPEN:

DET staff who have served in positions of CEO or more senior are always welcome to join the ISEA and access its professional, personnel, industrial, financial or health services. Membership details can be found on the ISEA's website [www.iseansw.org.au](http://www.iseansw.org.au) or contact the ISEA Executive Officer on 9181 5879 or 0418 669 501 or [ron.ikin@bigpond.com](mailto:ron.ikin@bigpond.com)