

HISTORY OF THE NEW SOUTH WALES SECONDARY PRINCIPALS' COUNCIL

TRAINING AND DEVELOPMENT IN THE 1990s

Chris Bonnor

NSWSPC President 2001-2006

Significance

The T&D Committee was set up by a small group of principals who believed that principals needed better induction into the role and more support in their early months as principals. The initiative to establish a permanent T&D Committee was strongly supported by Ron Hurley, then President of the NSWSPC and later by Jim Harkin, his successor. The T&D Committee became a forerunner of the much-enlarged reference group model established in 1996 under President Jim Harkin and in liaison with Ken Boston the Director-General of the then Department of School Education (DSE).

The T&D program run by the T&D Committee (later renamed the Professional Development Reference Group during 1993) began in 1993 with an annual budget of between \$20 000 and \$30 000. The funding was mainly provided by the DSE – in effect funding an activity which the Department couldn't or wouldn't at that stage operate directly. In that sense the T&D program reflected much of the modus operandi of the NSWSPC, i.e. to demonstrate and meet a need and establish a quality process which at some stage in the future would be taken up by the system.

It should be noted that the DSE, including its School Leadership Development Unit, did offer substantial professional development opportunities for principals. These included the well-regarded Certificate of School Leadership and Management (CSLM). Inevitably these tended to emphasise system priorities such as industrial relations, anti-racism, merit selection, media training, financial management, school councils.

Despite the relevance of much of this agenda courses developed at the system level were felt, fairly or otherwise, to sometimes lack the authenticity which could be better served in a program of training of principals by principals. This authenticity was strengthened in the NSWSPC courses by programs in which principals with considerable expertise in areas such as curriculum, finance and student welfare were the main presenters. The leadership of the NSWSPC was also keen that principals in rural areas should be well-served by T&D, alongside principals in the cities.

A key issue was the acceptance by Ken Boston that the NSWSPC could run some training programs as well as if not better than the DSE. Boston also funded NSWSPC state meetings (which included T&D) quite early in the 1990s, the only condition was for the DSE to have some time for presentation around the middle of the day. This gave the DG and head office directors direct access to principals, rather than through the filter of what were quite substantial regional bureaucracies.

The NSWSPC Training and Development Committee

The T&D Program developed during 1993–1996 for the NSWSPC varied from year to year but the main elements included:

- An induction course for new principals to which all beginning principals were invited. This was initially an annual course but was later extended to two courses per year by the mid-1990s.
- Usually three one-day courses each year, in the school terms 2, 3 and 4. These are described in the table below. The budget for each course was typically around \$4000.
- Fellowships of \$500 – six each year awarded to enable principals to research issues, visit other schools or systems and report back to members.

The small group of principals driving the initiative had considerable experience in developing and running training and development in their previous roles.

The program was developed by the Committee, which in 1993 and 1994 consisted of John Lamont (Erskine Park HS), Larissa Treskin (Burwood Girls HS), Helen Hurley (Sarah Redfern HS), Sue Josephsen (Mosman HS), Bronlyn Schoer (Lucas Heights Community School) and Chris Bonnor (Asquith Boys HS).

In 1995 members of the Committee were Chris Bonnor, Jim Harkin (Moorefield Girls HS – and NSWSPC Vice-President), Sue Josephsen (Vincentia HS), Maurice Brunning (Nambucca HS) and Ken Gill (Richmond HS).

Organisation

The program for each course was developed by a member of the Committee. Chris Bonnor was the official Committee/Reference Group Co-ordinator, responsible for co-ordination of courses and administration of the program 1993 to 1996 and the financial management of T&D in these years was based at Asquith BHS. Reports and accounts were presented by the school to the NSWSPC – the then treasurer was Owen Kenny at Berkeley Vale HS.

Most T&D activities were undertaken at the Airport Hilton Hotel, now the Mercure. This venue seemed a central place for the usual one-third of participants who would be flown in from country areas. Most of these travelled home on the same day with some staying overnight – partly at their own expense. The organisation and venue varied according to need. A couple of courses included bus travel to field locations.

Participants initially paid their own travel but were substantially refunded. In effect the cost of each course was subsidised by the NSWSPC using a grant of around \$20 000 paid by the DSE each year. All correspondence went out by fax (from Asquith Boys High or DSE faxstream), including notices about each forthcoming inservice. Courses were also advertised in the Principals Council Newsletter, then edited by Alex Sharpe, NSWSPC Secretary.

Early successes

The courses proved to be very popular and were positively evaluated. One advantage of the model was very evident in the capacity of the SPC to organise a statewide course in response to rapidly emerging issues with, if necessary, a lead-up time of only six weeks. The rapid 'schools renewal' changes introduced by the Greiner Government ensured a regular supply of emerging issues. The other advantage of the model lay in the capacity of the Committee to respond to concerns and priorities of principals. The list of courses in the table reflects both types of courses.

Much of the success of the T&D Committee lay in the close links between most of the early members. Some of the initial drivers (John Lamont, Helen Hurley and Chris Bonnor) had worked closely together as deputy-

principals in the Staying On Program in western and south-western Sydney. They were soon joined by significant others, many such as Larissa Treskin with considerable consultancy experience. Later members of the T&D Committee included principals such as Ken Gill and Maurice Brunning who, together with John Lamont and Chris Bonnor were regional consultants in Parramatta in the mid 1980s.

The benefits of previous networks were felt in the success of the program but also pointed to the need to expand membership beyond what could be seen as a small group. In one sense this widening of the number of drivers in the NSWSPC most effectively took place when the Futures Project was established later in the 1990s. Many of the principals who drove that project had initially come together in the meeting rooms (and bar) of the Airport Hilton Hotel in 1993-1996.

By 1995 the T&D Committee membership had broadened and changed. The addition of Jim Harkin, at that time also NSWSPC Vice President, brought the T&D Committee into alignment with the changing structure of the NSWSPC. 1995 proved to be a critical year with the energies and resources of the Council being thrown into the International Confederation of Principals Second World Convention which was held in August 1995 in Sydney. Jim Harkin had attended the first convention at Geneva in 1993 and was keen to make sure that the 1995 event was a success. The organisation of the 1995 convention was led by Robin Amm (Newtown HS) and also successfully driven by Col Cooksey (Kirrawee HS).

Fellowships

The fellowship program which commenced in 1993 proved popular and was a forerunner to a similar scheme later operated by the Department of Education and Training (DET). Eight fellowships were awarded by the T&D Committee in 1994. Two awardees made presentations of their findings before the end of that year but the Committee noted that better follow-up was needed to ensure that all recipients would report their work and findings to members of the NSWSPC – either verbally at State Meetings or in written reports which could later be published.

Early recipients of fellowships included June Richards (Mt Druitt HS), Ross Beckhouse (Birrongo Boys HS), Bruce McMullen (Walgett HS), Phil Streatfield (Coomoalla HS), John Ayres (Quirindi HS), Chic Osgood (Cobar HS). Many of their projects included visits to schools of principals in different regions and most of these were part of a shadowing program organised by John Lamont. Under this program principals could spend up to five days in the school of a colleague, with costs met by the T&D Committee.

The publication of written reports into articles was quite limited. In the mid 1990s the NSWSPC debated whether to have its own journal of professional readings but eventually decided to join with the other states in the publication of *Principal Matters* four times each year. NSW was represented on its editorial board by Lawrie Butterfield (Freshwater HS) and then by Chris Bonnor, Jim McAlpine and most recently (2011) by Lila Mularczyk. Lawrie Butterfield was instrumental in making sure that *Principal Matters* became a national rather than a Victorian dominated journal. While this was and is an excellent publication it is always possible that publication of research by NSW principals may have been better supported by a state-level publication.

The fellowships also evolved over time and were organised in the mid-1990s by Maurice Brunning, who joined the Committee in 1995. One change was the decision to direct some funding to support affinity groups of schools. One active group which developed at this time involved principals of new and developing high schools.

This group met on a number of occasions. In one sense it was a forerunner of interest groups which were established alongside reference groups in the Council restructure of 1995-1996.

A lasting legacy

The T&D Committee/Professional Development Reference Group and its activities should be credited with creating a critical mass of committed principals who were to be later significantly involved in the NSWSPC and in the Department of Education and Training. While principals had long gathered together for state meetings and for annual conferences the T&D activities involved smaller groups working and sometimes living together as committee members, course organisers and presenters. It was an effective nursery creating future leaders in NSW education.

The list of early organisers and presenters, as well as frequent participants included many who were to become more involved in the NSWSPC, especially in the executive, as state assembly reps, in reference groups and project teams (including the Preferred Futures Project), or in the DET. Examples included Joe Allan, Clive Arthur, Chris Bonnor, Ross Beckhouse, Paul Brightwell, Maurice Brunning, Lawrie Butterfield, Carolyn Carter, Warwick Chipman, Col Cooksey, Geoff Cousins, Ros Davies, Steve Esler, Mark Everett, Kevin Farrell, Robyn Furness, Jan Gerard, Ken Gill, Jill Hyland, Judy King, Bruce Stavert, Larissa Treskin, Bernie Shepherd, Suzette Young, Bob Stockton, Terry O'Brien, Brian Ralph, Geoff Hogan, Deanna Hoermann, Pam Hunt, Ann King, Lyn Wendtman, Dianne Wasson, Ros Moxham, Peter Morgan, Jim McAlpine, Denis Mackenzie, Pam Ryan, John McGregor, Ann Newman, Fiona Prentice, Greg Wann and Pam Wellham.

The initiatives by the NSWSPC in professional development had a considerable impact on systemwide programs. During the 1990s the DSE (DET after 1995) developed a more strategic program which provided a better framework of development opportunities for school leaders at various stages in their careers. Principals were seconded into the School Leadership Development Unit and after the end of the decade the DET assumed full responsibility for the induction of principals, in a series of quality programs at the beginning and middle of each year.

The various activities also brought principals into professional dialogue with key people inside and outside the DSE/DET. These included Julia Aitkin, Barbara Lepani and Dale Spender.

SOME PROFESSIONAL DEVELOPMENT ACTIVITIES, 1993 – 1996

Date	Activity	Venue/cost	Organiser/s	Presenters/Program
1993: Sunday and Monday Feb 28 th and March 1 st	Secondary Principals Induction Program	Airport Hilton?	Committee	John Lamont, Ann King, Barbara Lepani, Lindsay Wasson, Chris Bonnor, Larissa Treskin, Dale Spender, Ron Hurley, Liz Donnan, Jim Harkin and Margaret Shore.
1993: Thursday October 21 st	Teaching and Learning Inservice	Airport Hilton \$40 Limit of 50	Chris Bonnor +	Julia Aitken
1993: Wed August 18 th *	Quality Assurance Conference	Airport Hilton \$40 Limit of 50	?	Operation of QA reviews of schools. Presenters were from the QA Directorate. A panel of community reps, teachers and students reported on the QA experience.

1993: Tuesday April 27 th *	Financial Accountability	Airport Hilton \$40 Limit of 50	?	Financial processes, audits, legal and ethical issues, canteen leasing etc.
1994: Monday May 16 th *	Technology in Action	Field locations	?	A tour which included the Open Training and Education Network (OTEN) and Cherrybrook Technology HS
1994: Tues/Wed November 29 th and 30 th *	Technology and Education	University of Wollongong and the Airport Hilton Hotel \$100	?	OASIS, student attendance, telematic learning, Apple trade fair, outcomes technology, site visits. Presenters included Steve Vamos, Gerard Sutton, Peter Cuttance, Bob Stockton, Jim Linton, Sue Josephsen, Peter Murphy, Chris Bonnor, Don Harwood, Bob Russell.
1994: Sunday and Monday, March 13-14 th *	Two-day induction for new principals		?	
1995: Friday June 16 th *	Boys' Education	Airport Hilton \$40 Limit of 50	Sue Josephsen and Chris Bonnor	Stephen O'Doherty MP, Rollo Brown, Jim McAlpine, Bob Ramsey. This course was oversubscribed with 25 on a waiting list. An <i>Ideas in boys education</i> booklet was produced and disseminated after the conference.
1995: Wed Nov 1 st	Managing conflict and tension in schools	Airport Hilton	Ken Gill	Paul X Whelan

* See course flyer below

Chris Bonnor, December 2004

(Paper developed in consultation with Brian Ralph, Jim Harkin, Maurice Brunning, Ken Gill and John Lamont.)

About the author



Chris became Principal of Asquith Boys High School in 1991 and during 1992 was asked by then NSWSPC President Ron Hurley to head up a newly-formed Training and Development Committee (subsequently renamed the Professional Learning Reference Group during 1993 – one of the earliest SPC reference groups). Chris helped plan and mount the International Confederation of Principals third world convention in Sydney in 1995. He joined the SPC executive in 1997 and went on to become Deputy-President and then President in 2001. After retirement he began another career in research, writing and advocacy.

APPENDIX 1 – Various course flyers

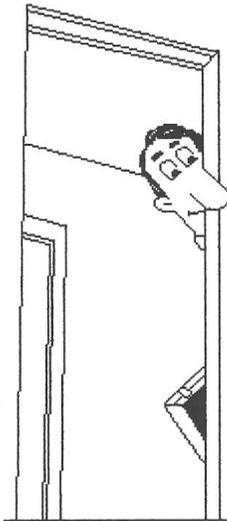


NEW SOUTH WALES SECONDARY PRINCIPALS' COUNCIL

*ANNOUNCES THE NEXT IN OUR SERIES OF TRAINING
AND DEVELOPMENT OPPORTUNITIES FOR PRINCIPALS:*

Quality Assurance

**Wednesday August 18th, 1993 - 9.00 am to 4.00 pm
at the Sydney Airport Hilton Hotel**



This day long course will include a panel of Principals who have been through the QA process and will consider such issues as:

- * how the focus areas and questions were negotiated for the QA review.*

- * the experiences of participants during the review.*

Speakers will include reps from the QA Directorate. Participants will share ideas and concerns in relevant workshop sessions and will have opportunity to renew old friendships and meet new colleagues

ORGANISATION AND FUNDING ARRANGEMENTS:

This inservice will be subsidised by the Principals' Council. There will be a limit of **AROUND 50** participants in this course. Cost to each participant will be only \$40 and this covers the Conference, morning/afternoon tea and lunch. To support country participants, travel costs will also be subsidised by the Principals' Council. When returning your response please indicate your *likely* travel expenses. Those participants who may have to pay *some* of their travel costs will be advised.

It is expected that country participants will in most cases be able to fly down and back in one day. Please indicate if this is not possible and Tuesday night accommodation may be available, partly at your own expense.

Complete and forward the application form below.
DUE DATE FOR RESPONSES IS FRIDAY 6TH AUGUST.
If requiring further information phone any of the following representatives on the Principals' Council Training and Development Committee:

John Lamont - Met West	(02) 834 3536
Helen Hurley - Met South-West	(02) 820 1566
Chris Bonnor - Met North	(02) 476 5180
Larissa Treskin - Met East	(02) 747 3355

All participants will be given additional information by fax about one week before the inservice.



FIRM EXPRESSION OF INTEREST: NSW PRINCIPALS' COUNCIL INSERVICE - 18/8/93
Please reserve a place at this inservice for:

Name: School:

Fax: Phone: Likely travel costs: \$.....

Any other information.....

Please fax or post to: NSW PRINCIPALS COUNCIL INSERVICE C/ Asquith Boys High School
PO Box 55, ASQUITH 2077. Fax: 482 2546 Phone: 476 5180 (Chris Bonnor)
CLOSING DATE IS FRIDAY 6TH AUGUST, 1993



**NEW SOUTH WALES
SECONDARY PRINCIPALS' COUNCIL**

*ANNOUNCES THE THIRD IN OUR SERIES OF TRAINING
AND DEVELOPMENT OPPORTUNITIES FOR PRINCIPALS*

Financial Accountability

*Monday April 26th, 1993 - 9.00 am to 4.00 pm
at the Sydney Airport Hilton Hotel*

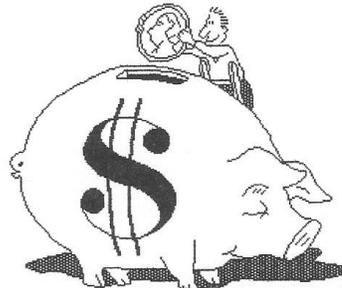


This day long course will range across a number of issues in financial accountability, including such topics as: financial processes, school audits, legal implications, ethical issues, canteens, leasing etc. The program will provide opportunities for participants to hear other peoples' experiences at first hand and to share ideas and concerns in relevant workshop sessions. The day will provide an opportunity to renew old friendships and meet new colleagues

ORGANISATION AND FUNDING ARRANGEMENTS:

This inservice will be subsidised by the Principals' Council. There will be a limit of AROUND 50 participants in this course. Cost to each participant will be only \$40 and this covers the Conference, morning/afternoon tea and lunch. To support country participants, travel costs will also be subsidised by the Principals' Council. When returning your response please indicate your *likely* travel expenses. Those participants who may have to pay *some* of their travel costs will be advised. It is expected that country participants will in most cases be able to fly down and back in one day. Please indicate if this is not possible and Sunday night accommodation may be available, partly at your own expense.

Complete and forward the application form below.
DUE DATE FOR RESPONSES IS THURSDAY 8TH APRIL (last day of Term One). If requiring further information phone any of the following representatives on the Principals' Council Training and Development Committee:
John Lamont - Met West (02) 834 3536
Helen Hurley - Met South-West (02) 820 1566
Chris Bonnor - Met North (02) 476 5180
Larissa Treskin - Met East (02) 747 3355



All participants will be given additional information by fax early in the first week of Term Two. Future inservices are scheduled for 18/8/93 (Quality Assurance) and 21/10/93 (topic to be advised ...possibly Principal's role in learning)

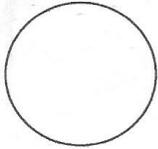
FIRM EXPRESSION OF INTEREST: NSW PRINCIPALS' COUNCIL INSERVICE - 26/4/93
Please reserve a place at this inservice for:

Name: School:

Fax: Phone: Likely travel costs: \$.....

Any other information.....

Please fax or post to: NSW PRINCIPALS COUNCIL INSERVICE C/ Asquith Boys High School
PO Box 55, ASQUITH 2077. Fax: 482 2546 Phone: 476 5180 (Chris Bonnor)
CLOSING DATE IS THURSDAY 8TH APRIL, 1993



NSW SECONDARY PRINCIPALS' COUNCIL

ANNOUNCES THE NEXT IN OUR SERIES OF TRAINING
& DEVELOPMENT OPPORTUNITIES FOR PRINCIPALS:

TECHNOLOGY IN ACTION TOUR

Monday May 16th, 1994

This single day course will be a bus tour of two interesting technology in education sites in Sydney. The tour will visit the OTEN Centre and the Open High School at Redfern, as well as Cherrybrook Technology High School. The emphasis will be on enabling Principals to see the potential for using displayed and demonstrated technologies in their own schools. This day is the first of three days planned for 1994 with a focus on technology and education. The tour day will focus on classrooms and administration. The second day on Friday August 12th will focus on technology in classrooms and the third day scheduled for Thursday 17th November will focus on technology and administration.

**You have the choice of two itineraries on Monday May 16th.
You need to specify your preferred itinerary**

TOUR ONE

Mainly for country and southern metropolitan participants. Bus departs Sydney Airport Hilton (car parking nearby) at 8.45 am. The tour will take in OTEN and the Open High School in the morning (with early morning tea) - then travel to Cherrybrook THS for lunch with participants in Tour Two. Following the tour of Cherrybrook THS the tour will return by 4.30 pm to the Airport Hilton via the domestic terminal.

TOUR TWO

Mainly for metropolitan participants, also allowing some early time at school. Bus departs Small's Road, RYDE at 10.30 am. (Smalls Road is a reasonably central location and parking is available). Morning tea and tour of Cherrybrook THS, followed by lunch with participants in Tour One. The tour will then take in OTEN and the Open High School with a return to Small's Road by 4.45pm.

ORGANISATION & FUNDING ARRANGEMENTS:

This inservice is subsidised by the Principals' Council. There will be a strict limit of 50 participants (25 on each bus). Cost to each participant will be \$40 and this covers transport, morning tea, lunch etc. To support country participants, travel costs will be subsidised by the Principals' Council. When responding please indicate your likely travel expenses. Any participants who may have to pay some of their travel costs will be advised ASAP. Country participants please phone Chris Bonnor (476 5180) if you need to book travel early to gain advantage of cheaper air fares. Country participants are eligible for Sunday night accommodation at the Airport Hilton if unable to fly down and back on the Monday. Please indicate if you need this.

Complete and forward the application form below. DUE DATE FOR RESPONSES IS FRIDAY 6TH MAY, 1994. If requiring further information phone any of the following representatives on the Principals' Council Training and Development Committee:

John Lamont - Met West (02) 834 3536 Helen Hurley - Met South-West (02) 820 1566
Chris Bonnor - Met North (02) 476 5180 Larissa Treskin - Met East (02) 747 3355
Sue Josephsen - South Coast (044) 41 5192

All participants will be given additional information by fax in the week beginning 9th May

FIRM EXPRESSION OF INTEREST: NSW PRINCIPALS' COUNCIL INSERVICE - 16/5/94
Please reserve a place at the Technology in Action Tour for:

Name: School:

Fax: Phone: Likely travel costs: \$.....

Country Principals:
Sunday night
accomm. needed?

yes/no
(delete one)

PREFERRED ITINERARY (tick one) TOUR ONE TOUR TWO

Please fax or post to: NSW PRINCIPALS COUNCIL INSERVICE C/ Asquith Boys High School
PO Box 55, ASQUITH 2077. Fax: (02) 482 2546
Phone Chris Bonnor at school: (02) 476 5180,
CLOSING DATE IS FRIDAY 6TH MAY, 1994



NSW SECONDARY PRINCIPALS' COUNCIL

THE TECHNOLOGY HIGH SCHOOLS AND THE COUNCIL'S
TRAINING AND DEVELOPMENT COMMITTEE INVITE PRINCIPALS
TO PARTICIPATE IN A TWO DAY PROGRAM:

TECHNOLOGY AND EDUCATION

Tuesday November 29th
at the Sydney Airport Hilton
and Wednesday November 30th at the
Technology High Schools Conference at Wollongong

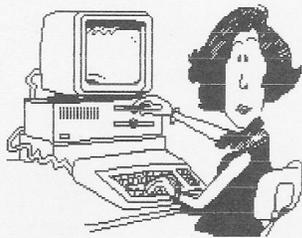
*This two day residential course will focus on topics
such as technology and administration,
technology and the classroom, distance education,
technology and learning outcomes, schools and
the information highway.*



Speakers and presenters will include Bob Russell, Bob Stockton, Sue Josephsen, Steve Vamos, Prof Gerard Sutton, Frank McNamara (Telecom) and others. The Wednesday program at Wollongong will include a Trade Fair, site visits including the University of Wollongong, talented students' workshop etc. The program will provide opportunities for participants to hear other peoples' experiences and to share ideas and concerns in workshop sessions. The two days will provide an opportunity to renew old friendships and meet new colleagues.

ORGANISATION AND FUNDING ARRANGEMENTS:

This inservice is subsidised by the Principals' Council. There will be a limit of AROUND 50 participants. Cost to each participant will be only \$100 and this covers the Conference, all meals and accommodation (Tuesday night at Wollongong), bus transport to Wollongong Tuesday afternoon and back to Sydney on Wednesday afternoon. To support country participants, travel costs will also be subsidised by the Principals' Council. When responding please indicate your likely travel expenses. Country participants please phone Chris Bonnor (476 5180) if you need to book travel early to gain advantage of cheaper air fares. Country participants are eligible for Monday night accommodation at the Airport Hilton. Please indicate if you need this. You will have to provide your own Mon night/Tues morning meals.



Complete and forward the application form below.

DUE DATE FOR RESPONSES IS FRIDAY 11TH NOVEMBER.

If requiring further information phone any of the following representatives on the Principals' Council Training and Development Committee:

- John Lamont - Met West (02) 834 3536
- Helen Hurley - Met South-West (02) 820 1566
- Chris Bonnor - Met North (02) 476 5180
- Larissa Treskin - Met East (02) 747 3355
- Sue Josephsen - South Coast (044) 41 5192

All participants will be given additional information by fax in the week beginning 14th November

FIRM EXPRESSION OF INTEREST: NSW PRINCIPALS' COUNCIL INSERVICE - 29-30/11/94
Please reserve a place at the Inservice for:

Name: School:

Fax: Phone: Likely travel costs: \$.....

Any other information.....

Country Principals: Monday night accomm. needed? yes/no (delete one)
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Please fax or post to: NSW PRINCIPALS COUNCIL INSERVICE C/ Asquith Boys High School
PO Box 55, ASQUITH 2077. Fax: (02) 482 2546
Phone Chris Bonnor at school: (02) 476 5180, Home: (02) 980 6129
CLOSING DATE IS FRIDAY 11TH NOVEMBER, 1994



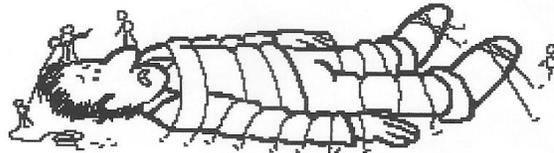
NSW SECONDARY PRINCIPALS' COUNCIL

ANNOUNCES THE NEXT IN OUR SERIES OF TRAINING & DEVELOPMENT OPPORTUNITIES FOR PRINCIPALS:

Induction Program for Principals in their Beginning Years

9.00 am Sunday March 13th
to 4.00 pm Monday March 14th
at the Sydney Airport Hilton Hotel

This two day residential course will blend day to day concerns of beginning Principals with many higher order issues and challenges. The program will include such topics as: school management (including the office and the site), School Councils, organising your day and your year, financial management, performance management and industrial relations, Occupational Health and Safety, sources of support for Principals, learning challenges, the importance of vision etc.



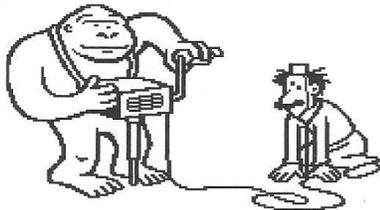
Don't let them tie you down !!

Speakers and presenters will most likely include Helen Hurley, Ann King, Barbara Lepani, John Lamont, Larissa Treskin, Dale Spender, Ron Hurley, Robyn Furness, Sue French, Chris Bonnor, Sue Josephsen. The program will provide opportunities for participants to hear other peoples' experiences at first hand and to share ideas and concerns in workshop sessions. The two days will provide an opportunity to renew old friendships and meet new colleagues. A similar Inservice last year attracted 40 applicants and was highly evaluated.

ORGANISATION AND FUNDING ARRANGEMENTS:

This inservice is subsidised by the Principals' Council. There will be a limit of AROUND 50 participants. Cost to each participant will be only \$100 and this covers the Conference, all meals and accommodation (Sunday night). To support country participants, travel costs will also be subsidised by the Principals' Council. When responding please indicate your likely travel expenses. The few participants who may have to pay some of their travel costs will be advised ASAP.

Country participants please phone Chris Bonnor (476 5180) if you need to book travel early to gain advantage of cheaper air fares. Country participants are eligible for Saturday night accommodation at the Airport Hilton. Please indicate if you need this. You will have to provide your own Saturday night and Sunday morning meals.



take time out from the daily grind!

Complete and forward the application form below.

DUE DATE FOR RESPONSES IS FRIDAY 25TH FEBRUARY.

If requiring further information phone any of the following representatives on the Principals' Council Training and Development Committee:

- John Lamont - Met West (02) 834 3536
- Helen Hurley - Met South-West (02) 820 1566
- Chris Bonnor - Met North (02) 476 5180
- Larissa Treskin - Met East (02) 747 3355
- Sue Josephsen - South Coast (044) 41 5192

All participants will be given additional information by fax in the week beginning 7th March

FIRM EXPRESSION OF INTEREST: NSW PRINCIPALS' COUNCIL INSERVICE - 13-14/3/94

Please reserve a place at the Induction Program for:

Name: School:

Fax: Phone: Likely travel costs: \$.....

Any other information.....

Please fax or post to: NSW PRINCIPALS COUNCIL INSERVICE C/ Asquith Boys High School
PO Box 55, ASQUITH 2077. Fax: (02) 482 2546
Phone Chris Bonnor at school: (02) 476 5180, Home: (02) 980 6129
CLOSING DATE IS FRIDAY 25TH FEBRUARY, 1994

Country Principals:
Saturday night
accomm. needed?

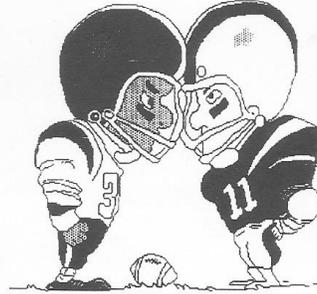
yes/no
(delete one)



NSW SECONDARY PRINCIPALS' COUNCIL
THE COUNCIL'S TRAINING AND DEVELOPMENT COMMITTEE
INVITES PRINCIPALS TO A ONE DAY INSERVICE

BOYS' EDUCATION

FRIDAY JUNE 16TH, 1995
 at the Sydney Airport Hilton



This course will focus on topics such as the Inquiry into Boys Education, the social construction of gender, strategies for the appropriate social and educational development of boys, including information on programs already operating in schools.

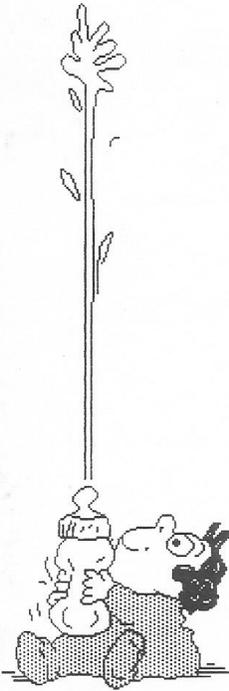
Speakers, presenters and workshop leaders will include Stephen O'Doherty MP, Chairman of the recent Inquiry into Boys' Education, Rollo Brown, educator and consultant, Jim McAlpine (Tumut High School), Ann King (Ashfield Boys High School) and others. The program will provide opportunities for participants to hear other peoples' experiences and to share ideas and concerns in workshop sessions. The day will provide an opportunity to renew old friendships and meet new colleagues. The program for the course is organised by Sue Josephsen, Principal at Vincentia High School.

ORGANISATION AND FUNDING ARRANGEMENTS:

This inservice is subsidised by the NSW Secondary Principals' Council. There will be a limit of AROUND 40-50 participants. Cost to each participant will be \$40 and this includes lunch. To support country participants, travel costs will also be subsidised by the NSWSPC. When responding please indicate your likely travel expenses. Country participants please phone Chris Bonnor (02) 476 5180 if you need to book travel early to gain advantage of cheaper air fares. Participants unable to travel down and back on one day may be eligible for Thursday or Friday night accommodation at the Airport Hilton. Please indicate if you need this. You will have to provide your own meals other than the lunch at the inservice. **DUE DATE FOR RESPONSES IS FRIDAY 26TH MAY.** All participants will be given more information by fax in the week beginning 29th May.

Current members of the NSW Secondary Principals' Council Training and Development Committee are:

- Chris Bonnor, Asquith BHS Fax: 02 482 2546
 - Jim Harkin, Moorefield GHS (NSCSPC Vice-President) Fax: 02 588 2112
 - Sue Josephsen, Vincentia HS Fax: 044 416000
 - Maurice Brunning, Nambucca HS Fax: 065 688318
 - Ken Gill, Richmond HS Fax: 045 885885
- More details about other opportunities in the T&D Program are included in the NSWSPC May newsletter.



Complete and forward the application form below.

FIRM EXPRESSION OF INTEREST: NSW SECONDARY PRINCIPALS' COUNCIL INSERVICE - 16/6/95
 Please reserve a place at the inservice for:

Name: School:
 Fax: Phone: Likely travel costs: \$.....
 Any other information:.....

Country Principals: accomm. needed? yes/no (delete one)
--

Please fax or post to: NSWSPC INSERVICE C/ Asquith Boys High School
 PO Box 55, ASQUITH 2077. Fax: (02) 482 2546
 Phone Chris Bonnor at school: (02) 476 5180 or 015010386 Home: (02) 980 6129
CLOSING DATE IS FRIDAY 26th MAY 1995

APPENDIX 2 – Principals T&D Survey, 1994?

N.S.W. SECONDARY PRINCIPALS' COUNCIL

PROFESSIONAL DEVELOPMENT SURVEY

1994
State Meeting?

QUESTION 1 - I would like Council to provide Principals' Professional Development in the following format.

	<u>Most Favoured Format</u>			<u>Least Favoured Format</u>	
	(1)	(2)	(3)	(4)	(5)
a) One Day Intensive Workshops	43	41	17	4	5
b) One Day Guest Speakers	13	38	35	11	9
c) Combination of a 7 b	86	24	14	3	13
d) Evening Courses	8	14	13	23	47
e) Afternoon Courses	4	17	16	16	46
f) Weekend Courses	17	13	15	11	57

QUESTION 2 - I am interested in participating in the Council Sponsored Exchange Program

<u>YES</u>	<u>NO</u>
55	66

QUESTION 3 - Topics I believe Council should offer in Principals' Professional Development.

	<u>Most Important</u>			<u>Least Important</u>	
	(1)	(2)	(3)	(4)	(5)
School Financial Management	40	42	31	13	6
Industrial Relations Issues	53	53	21	10	2
Curriculum Implementation	40	44	31	15	2
School Organisation - Timetable Options	20	40	39	27	6
School Councils	7	30	44	31	19
Strategic & Management Planning	45	44	25	13	4
Quality Assurance	68	43	23	5	1
Performance Management for Staff	74	51	12	3	3
Education Theory	16	28	33	24	12

Other

Raising Staff/Student Morale

Peer Assisted Learning

Senior Curriculum & coping with Seniors

Induction of New Principals

Mental & Physical Health of Principals

National Curriculum & Assessment

Staff Morale - Improvement Techniques

Participative decision making - especially of community

(Question 1) Afternoon Course - Problem for Country School Principals

(Question 3) School Financial Management - Vital to new appointees

2.

Other

On going support for Head Teachers

Post compul. Ed. implications

Prof. Dev. for new and aspiring P.S.

(Question 1) Re: Workshops - Some conducted in Country locations - maybe in conjunction with Council Meetings

Life after Principalship (i.e. Career Options)

Improving educational outcomes

Changing teaching learning styles

Supervision/Development of effective teaching skills

T.Q.M. (mentioned twice)

Merit Selection

Strategies for coping with changes at school level

Program evaluation techniques

Learning styles - classroom management

Site Manager versus educational leader

Time Management

Staff Welfare/Rehab.

Ethics

National Issues (National Schools Project - Curriculum)

The world of the year 2010 and its implications on projects and trends at the National level of education

There's a possible problem of clashing with Regional Council Development, so need to offer some uniqueness

Collaborative decision making Time Management

Social trends (in pacting on Education)

Staff Welfare (progression O.H. & S. morale etc.)

Organisation theory and pract. around the world

Other state international trends

Leadership

Post-compulsory trends.