



Australian Council for
Educational Leaders

ANNUAL REPORT

2023-2024





Australian Council for Educational Leaders

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Australian Council for
Educational Leaders



To support, develop and
strengthen educational
leadership in current and
future leaders across
Australia and beyond

To influence educational
thinking contributing to a
vibrant professional learning
community, founded on a
shared commitment to
improve the quality of
learning for all

Strategic Pillars & Goals

09

LEADERSHIP AND LEARNING

Leadership and Learning

- Identifying the professional learning needs of educators and educational leaders at their respective career stages
- Informing professional learning and resources by drawing upon seminal and contemporary research and engaging in ongoing evaluation of their effectiveness
- Advancing the knowledge and practice base of educational leadership via ACEL publications
- Connecting educators and educational leaders through professional learning opportunities across systems and locations nationally and internationally

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ENLIGHTENED DISCOURSE

Enlightened Discourse

- ACEL continuing its role as the premier educational leadership professional association that provides a platform for sharing educational leadership research and practice through publications, professional learning and conferences within and beyond Australia
- Initiating forums for members and non-members to engage in enlightened dialogue and exchange of ideas on educational leadership issues
- Strengthening relationships with Government and key agencies to build community and identity through purposeful engagement
- Stimulating thinking and action to positively influence policy and practice through strategic partnerships

23

DYNAMIC NETWORKS

Dynamic Networks

- Focusing on member and non-member interests and needs
- Sharing contemporary quality practices in the profession through ACEL's two core publications, professional learning opportunities, and Awards
- Engaging members to collaborate, network and share best professional practices
- Inviting non-members to become members in the ongoing enhancement of professional practice and student learning

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RECOGNISE AND EMPOWER

Recognise and Empower

- Championing, encouraging and supporting excellence and diversity in education and educational leadership
- Recognising contributions and excellence in educational leadership with National Awards and Fellowships across states and territories
- Identifying new voices in educational leadership, educational research, and Indigenous education through scholarships

35

ORGANISATIONAL EXCELLENCE

Organisational Excellence

- Strengthening organisational governance, policies and processes
- Safeguarding the financial sustainability of the organisation
- Using innovative practices and up-to-date research to inform the development of future focused programs, resources and professional learning activities
- Seeking feedback from members and other stakeholders regarding the efficacy of programs, resources, and professional learning activities for continuous improvement

President's Message



Briony Scott
ACEL President

On behalf of the ACEL Board, I present the 2023/2024 Annual Report to our members and those in education who are dedicated to continually improving their leadership journey.

ACEL has had a remarkable year, achieving significant milestones both at the national level and through the dedicated efforts of our state and territory branches. After celebrating our 50th anniversary, the Board and everyone in leadership at ACEL have been actively planning and envisioning our future, with a strong emphasis on the needs of educators and enhancing our collaboration to better support each other.

The seedling that was planted fifty years ago, is now a strong, young tree, with branches extending into the future. It is beholden on us all, to constantly step out of the daily dramas of life in our education settings and remind ourselves of our core purpose. ACEL is founded on five pillars; organisational excellence, leadership and learning, enlightened discourse, dynamic networks, and recognise and empower. These pillars will support ACEL for the next fifty years, but their implementation will evolve over time.

Following COVID, ACEL has concentrated on supporting a profession under significant pressure, with a national teacher shortage, and in a divided world. While we must uphold our vision and core pillars, it's essential to adapt our methods to strengthen these pillars and aid leaders at all levels in education.

It's crucial that we control our narrative, using words filled with hope, expectation, and intention to describe our path forward. It's too easy to sit back, frustrated at those who are proffering advice about where we go to from here. Even with the current obstacles in education and the constant scrutiny and heightened expectations from external sources, it remains the responsibility of those within the profession to foster connection, encourage agency, and to remain focused on our main purpose.

I want to take this opportunity to express my heartfelt thanks to the educators who lead our state and territory branches with such professionalism, energy, and a wonderful sense of humour! I also extend my gratitude to the ACEL National Office team for their calm yet purposeful support of our educators across the nation.

I particularly commend Dr. Barbara Watterston, our ACEL CEO, for leading a remarkable team through our 50th year celebrations, acknowledging the past and setting strategic directions for future success. The enthusiasm for our growth is evident. As President, I've been continuously impressed by the organisation's professionalism, integrity, and optimism. Their unwavering commitment to supporting educators is an inspiration to us all.

I present this Annual Report for your review and encourage you to consider supporting ACEL in any capacity you can. By investing in educational leadership and fostering the next generation of leaders, we ensure widespread access to quality education for all, and help prepare educators for a challenging and exciting future.

A handwritten signature in black ink, appearing to be 'Briony Scott', written in a cursive style.



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CELEBRATING YEARS

This year ACEL celebrates a significant milestone – it's our 50th anniversary and we are thrilled to take this wonderful opportunity to pause and reflect on where we have come from, consider what has been achieved, and, with excitement and curiosity, contemplate where we are heading over the next fifty years.

ACEL.ORG.AU

CEO's Message



Barbara Watterston
 ACEL Chief
 Executive Officer

The financial year commenced with a sense of renewed energy in membership stability and engagement notably through the Members' Lounge and community platform; interest in and exploration of current and new professional learning programs and services; a renewal of branch executives and presidents through nominations and elections; and new developments related to partnerships and publications.

ACEL's identity is built on the generosity of our profession and those volunteers who give of their time, expertise, energy, and wisdom to ensure that education in Australia goes from strength to strength. That strength lies in the depth of our diversity, increasingly obvious as we consider the expertise that resides in our branches around the nation. We continue to be encouraged by the momentum in participation of our local events that provide meaningful learning opportunities for our members to learn with and from each other. This learning and leading mindset and a belief in our education community are underpinned and aligned to our five national pillars showcased throughout this report.

ACEL's key priority areas are centred around financial robustness and sustainability, diversity and inclusiveness, and determining the way in which ACEL can contribute as a voice for the profession. Research and commentary regarding the landscape of professional associations profile how the dynamics of member behaviour and expectations have undergone a profound transformation. The rising costs of doing business, the impact of a higher cost of living on spending, together with uncertainty around interest rates, have had an impact on small business confidence. This shift has not only challenged the status quo but has also posed a challenge to traditional revenue streams requiring ACEL and other professional organisations to assess the current climate, identify challenges, and illuminate potential and diverse opportunities for growth.

Our proactive retention and engagement strategies have included leveraging and improving perceptions of membership value through ACEL's wealth of media content and resources free to access for all members through to launching and energising Educhat and NextGen initiatives with interest and participation continuing to grow. We are keen to have these initiatives led by recipients and members, who may be prepared to take on a leadership role with support of the national office. Other key areas ACEL focused on include the national and state/territory awards that constitute a key plank in recognising excellence in educational leadership in Australia. Through a commissioned review, the ACEL Board continues to support and refine the awards, with recommendations elevating the nominations as well as a refreshed marketing strategy where award recipients are representative of the diversity of our profession.

Our business model is shifting from a reliance on short-term professional learning activities to a focus on strategic, long-term program development. By timely monetising assets, and securing income through high-performing term deposits, we concluded the financial year well-positioned to propel ACEL into the future. Moving away from a dependence on advertised, one-off events allows us to concentrate on developing a responsive, personalised service model, with greater efficacy, impact and sustainability. This approach began with the launch of the ACELearn platform creating strategic and dynamic possibilities for ACEL to leverage and grow a suite of high quality professional learning opportunities regardless of sector or location. Public, bespoke and network options amplify our agility in responding to identified learning needs with a consistency of support to jurisdictions, sectors, networks, and schools. These network options also expand our reach and services beyond leaders to include teachers. Through ACELearn Co-labs, a fresh approach to professional learning has been established involving educators across and between schools working together enhancing collegiality, teacher agency, and data informed practices. ACELearn emphasises connection,

collaboration and co-construction of professional learning programs enabling us to share the depth of expertise that resides within ACEL to cross-fertilise/promote with our current (untapped) resources.

Together with the guidance and expertise of the ACEL Board, led with equanimity by our insightful President, Dr. Briony Scott, the exceptional experience and work of the Audit and Risk Committee has provided a high level of critical oversight and advice to both Board and Management. The national office team and project managers have diligently fulfilled their roles, capitalising on initiatives and the strong momentum of engagement across the organisation. Their unwavering commitment to excellence has been consistently acknowledged, with the most outstanding feedback recognising their remarkable responsiveness and dedication to fostering a culture of service.

ACEL's 50th Anniversary Conference ignited an exciting and transformative year, marked by outward-facing improvements and enhanced communication and engagement processes. As we embed new initiatives into our delivery models and program development, we are already seeing promising growth. Though challenges will always arise, the rewards are inspiring and deeply impactful. In affirming that ACEL's mission and vision will serve us well in the years ahead, Professor Emeritus and ACEL Victoria Patron, Brian Caldwell reflected on the capacities that got us here: agility, adaptability, resilience, risk-taking, and leadership. These five capacities will serve us well as we embark on our second half century. As the education ecosystem undergoes transformative changes, the precise form it will assume remains an open canvas for our collective (re) imagination.

Optimism, innovation, and resilience reinforce ACEL's strong value of connectedness within our vibrant community. With the close of the 2023-2024 financial year, we move forward with a sense of buoyancy and confidence, ready to embrace new ways of operating, fostering rich engagement, and building thoughtful partnerships that promise even greater things to come.







Leadership and Learning

To inspire and develop educators and educational leaders regardless of where they are in their professional careers to lead learning outcomes for all.

Leadership and Learning

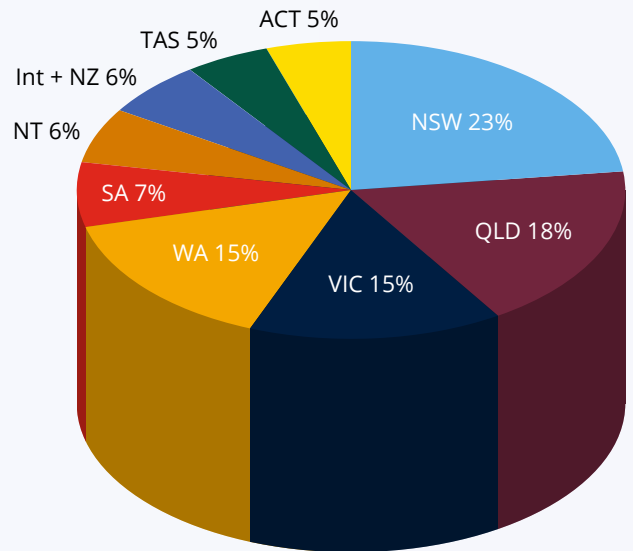
An essential part of being a leader is being a learner who is open and committed to learning and willing to engage in a variety of professional learning activities. ACEL is a professional organisation whose mission is to connect, support, and inspire current and future leaders in education across Australia and beyond. An important way ACEL achieves its mission is via its annual conferences, workshops, professional development programs, and webinars. Over 66 events were held throughout the previous year with 3,500 participants in attendance where meaningful connections and collaborations were made throughout the country.

Despite the continuous challenge of teacher shortage across the education community, those who were able to participate in our events provided positive feedback and took away valuable insights that they can share with their wider network.

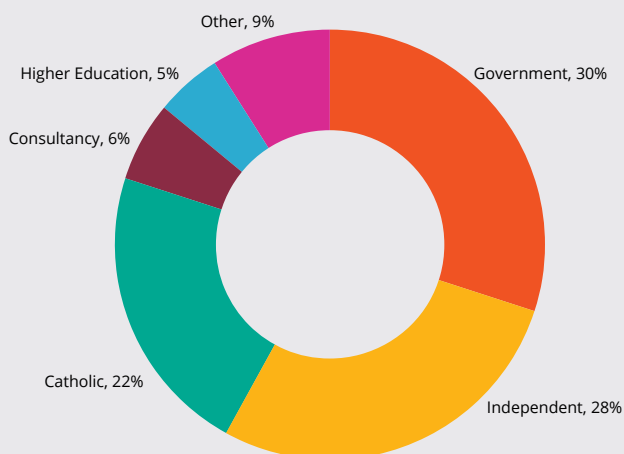
Below is a snapshot of those who have engaged with ACEL in the past year.

Registration by State

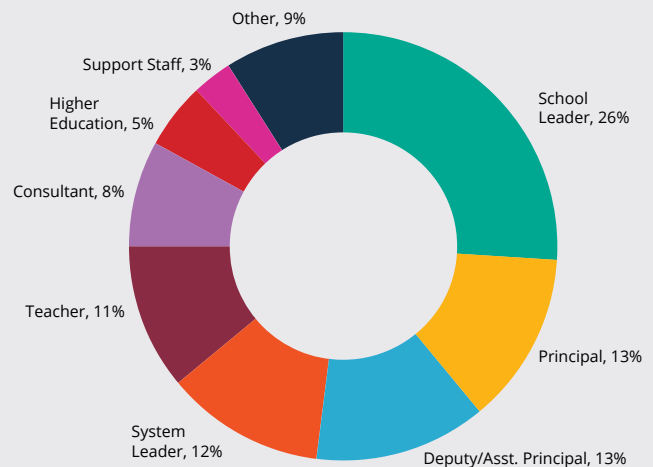
Participants from every state and territory as well as New Zealand and South East Asia attended numerous ACEL professional learning events, with strong representations across all sectors.



Registration by Sector



Registration by Role



School leaders were the highest group of attendees by role, followed by principals, and assistant principals and system leaders, highlighting ACEL's reach and relevance to the full range of educational leadership. This is a significant outcome given ACEL's focus on greater engagement with emerging, next generation and early career leaders.



Conferences

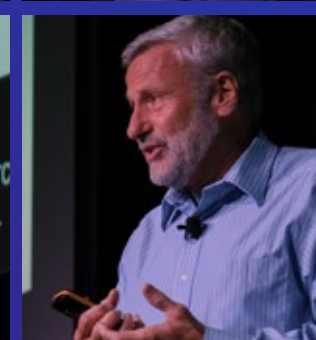
CELEBRATING 50 YEARS:
**LEARNING
 FROM
 THE PAST,**
**LEADING
 FOR
 THE FUTURE**
 ACEL NATIONAL
 CONFERENCE **2023**

ACEL celebrated 50 years at the national conference with the theme **Learning from the Past, Leading for the Future**. The three-day conference held at the Brisbane Convention and Exhibition Centre was a wonderful opportunity to pause and reflect on where we have come from, consider and celebrate our achievements, and contemplate where we are heading over the next 50 years.

It was heartwarming to receive positive and encouraging feedback from conference attendees, further cementing ACEL's position as an integral part of the education landscape.

- “ **Keynote speaker** – *It has been an absolute honour and privilege to be a keynote speaker here on the 50th anniversary, and to hear some of the history of the organisation, to have that longevity, and to be in such a good place. There are 600 people at this conference, I just think it's outstanding.* ”
- “ **Leader** – *Listening to educational leaders from around the country, and from all sectors, it was both inspiring and comforting to hear just how much the conversation was focused on the human elements of effective leadership. Many people spoke of the importance of qualities like humility, empathy, forgiveness, and patience. Things which are sorely needed around the world at the moment. It was an encouraging vision of what it means to be a leader in education, but also made for a respectful place for discussion and debate.* ”
- “ **NextGen** – *What an exhilarating few days! The theme truly reflected our respect for the rich history of educational leadership in Australia, while also embracing the exciting advancements in technology and our response to current challenges and opportunities. As a part of the inaugural NextGen initiative, I had the privilege of learning so much; getting up close and personal with legends who generously shared their insights and wisdom, providing invaluable guidance for the journey ahead. The 50th anniversary of this organisation reminded me of the importance of diving deeper, exploring the unfamiliar, and the power of sharing to learn from a diverse range of voices – a true cornerstone of growth.* ”





ACEL INCLUSION & DISABILITY CONFERENCE **2024**
**LEADING AN INCLUSIVE
 CULTURE THROUGH**
*Engagement
 AND Wellbeing*
 DARWIN, MAY 30 - 31

The **ACEL Inclusion and Disability Conference: Leading an Inclusive Culture through Engagement and Wellbeing** was proudly presented in collaboration with the Northern Territory Department of Education in Darwin from 30-31 May, 2024.

Inspired by the Alice Springs Mparntwe Education Declaration's goal of "providing all young Australians with access to high-quality education that is inclusive and free from any discrimination", the two-day conference was attended by over 300 delegates from across the nation and internationally.

The conference theme provided the perfect opportunity for educators, researchers, policy makers and leading practitioners to share insights, listen to lived experiences, network and learn ways in which we can all make practical changes within our school and community ensuring every young person enters and leaves school with a sense of belonging. A strong feeling of connection and collegiality was woven through the conference, as shared in one reflection from a graduate teacher:

“ I have filled my bucket with so many ideas, strategies and filled my web browser with readings (and shopping cart with books) that will provide me so many tools to better my practice and be the best teacher I can be. ”



Workshops & Webinars

To support our learning community, ACEL delivered a suite of professional learning offerings facilitated by leading experts, researchers, and practitioners. Our workshops and webinar series covered a stimulating and practical range of topics from a neuroscience perspective of learning to leading data informed change.



Leading and Learning: A neuroscience perspective

Dr Judi Newman

Online Webinar
24 July, 7 August 2023

Science of Learning and Behaviour

Online Webinar
5 - 19 March 2024



Student Voice

Russ Quaglia

Online Webinar
17 - 31 October 2023



Rigor in your Classroom

Barbara Blackburn

Online Webinar
8 November 2023



Teach Like a Champion (Systems and Routines)

Sydney Workshop
26 March 2024



Ferocious Warmth

Tracey Ezard

Sydney Workshop
8 May 2024



Leading Data-Informed Change

Dr Selena Fisk

Perth & Adelaide Workshops
17, 21 May 2024

ACELearn

As a national association focused on leading and leadership, we were proud to launch ACELearn this year. ACELearn provides dynamic and professional learning for educators regardless of sector or location. This service amplifies our ability to respond with agility to individuals, schools, regions, networks and systems across multiple sectors providing public, bespoke and tailored offerings including a range of certified programs and assessments.

Leadership Programs

The ACELearn programs contain a 360 degree assessment relevant to all areas and career stages to identify and develop stretch goals with the support of an experienced coach. Your journey flourishes as you work on a targeted goal, have access to readings and interact with other participants, enhancing your network and broadening your perspectives.

Masterclasses

Our Masterclass suite is continually evolving and is driven by popularity and demand. These one and two day masterclasses reflect the prime movers for building individual, team and organisational success. They are heavily research based and have proven impact in the workplace. In addition to those in our events calendar, all are available by request for direct delivery to your team, school and sector, and can be included as components in larger bespoke programs.

In-School Improvement

This suite of programs is targeted to specific areas for development, using the latest research and focusing on practical skills to support schools on their continual improvement journey. Leveraging intentional collaboration and framed with a focus on moving people beyond compliance, the In-school programs are your comprehensive strategy to leading improvement.

Co-Labs

A key feature of ACELearn's services are our ACELearn Co-labs. We can activate a variety of powerful professional learning designs specifically chosen as a springboard of choice for the participating school clusters. ACELearn will help in framing the learning opportunities and together, we craft the process, timeframes, and inclusions to meet your specific needs.



Leadership Programs

- Aspiring Leaders Program
- Early childhood leadership in schools
- Middle Leaders Program
- Creating the conditions for teams to thrive
- Strengthen your leadership influence

Masterclasses

- Trust and Psychological Safety
- Teach Like a Champion
- Teachers are brain changers
- Straight Talking

Co-Labs

- Leadership
- Coaching and mentoring
- High impact team building
- Teacher leadership and Dynamic teacher rounds

In School Improvement Programs

- Dynamic Teacher Rounds
- Beginning and Early Career Teachers
- Teacher Leaders: Building Collective Teacher Efficacy
- High Impact Teaching Teams



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YOUR CHOSEN PARTNER IN PROFESSIONAL LEARNING



Programs

Leadership for Middle Leaders Online Program

is designed for teachers and middle leaders who are ready to take the next stretch in their leadership and provides a closer exploration of the knowledge, skills, and confidence to lead and develop others for effective leadership for school communities. Over 250 participants have completed the program with requests for bespoke programs continuing to build through the ACELearn platform.

Women in Leadership

A program for aspiring and experienced leaders is currently being co-constructed and delivered in collaboration with a number of networks and sectors, including most recently the Association of Independent Schools South Australia (AISSA). The program involves workshops, masterclasses, webinars, assessment and reflections tools, and professional companionship and mentoring. Its emphasis is on engaging with, and being energised by, like-minded colleagues, and includes the completion of a personalised action plan to inform and build a personal philosophy and professional identity.

Curiosity & Powerful Learning

Following the success of the *Curiosity & Powerful Learning* program, we were delighted to have the opportunity for Professor David Hopkins to present in person in Sydney. With the program delivered online over the past few years, this was an opportunity for participants to meet each other in person, share their experiences, as well as to hear from Professor Hopkins live. We held the final conference for the latest cohort and a masterclass for those who participated in earlier cohorts over three days in November 2023.

Growth Coaching International

This year ACEL was delighted to partner with Growth Coaching International to bring the *Coaching in Leadership* course to educators across Australia. This course is practical and evidence-based that provides in-depth learning and experience of the application of coaching approaches as a highly effective way of leading in schools and other education settings.

ACEL Coaching and mentoring

ACEL continues to offer short mentoring/coaching packages ranging from three to ten hours to meet each participant's learning goals. ACEL's mentors/coaches are an experienced group of professionals covering a diverse range of expertise. The program provides a great opportunity for experienced educators to give back to the profession by sharing their skills/knowledge, but also great for the participants to receive a personalised one-on-one session suited to their needs.

MIDDLE
LEADERSHIP
MATTERS



CURIOSITY ^{AND}
POWERFUL LEARNING
PROGRAM



MENTORING
and COACHING
PROGRAM





ACEL Bookshop and Resources

The ACEL online bookshop offers curated titles to complement our suite of professional learning. We welcome new partnerships with Grift Education and Amba Press in offering education specific titles, along with regular distributors/publishers such as Taylor & Francis and individual authors. Building connections with authors, partners, and publishers ensures we provide the most contemporary resources at the best rates for our members and customers.



ACEL
**BOOK
SHOP**

This year, ACEL launched the **Essential Resources in Action** collection, a curated selection of over 95 articles spread across three volumes - Leadership, Management and Teaching. Each article offers insightful reflections and practical exercises for you and your team. This is a comprehensive resource collection spanning the entirety of the Resource In Action publication series by ACEL. This was available via the online ACEL Book Shop but also made available free to all existing and new members via the Leaders' Library.



FACE
CELEBRATING

FACE
CELEBRATING

CELEBRATING

FACE
CELEBRATING

CELEBRATING
50
YEARS

COMMEMORATIVE
MONOGRAPH
(1973-2023)



Enlightened Discourse

To define and illuminate the professional voice and its contribution to Australia's educational leadership agenda in order to optimise its impact.

Forums/ Branch Activities

Professional learning and networking opportunities designed, hosted and led by ACEL's branches further strengthened our connections with local communities across Australia. Over 45 branch events took place ranging from book clubs and leading innovation networks to breakfast with the Minister. Webinars to discuss hot topics were also held across the states.

ACT

May 17, 2024 Breakfast with the Minister
- The Honourable Yvette Berry

NSW

Nov 11, 2023 Mastering Middle Leadership Conference 2023

QLD

Jul 20, 2023 Voices from the Field:
Creating a Leadership Culture

Jul 26, 2023 Pivotal People:
Middle leadership in Australia: Where to Next?

Oct 11, 2023 Pivotal People:
Departmental Leadership & Curriculum
Innovation - Stories from the Front Line

Feb 7, 2024 Pivotal People: Inclusive Leadership Unveiled

Feb 20, 2024 Toowoomba Meet & Greet 2024

Mar 6, 2024 Pivotal People:
Middle Leaders as Provocateurs & Critical Friends

May 1, 2024 Pivotal People: Allyship and ReconciliACTION

May 29, 2024 Pivotal People: Filter/bridge/conduit – how does
it really work?

May 30, 2024 Dinner on the Downs 2024

SA

Sep 5, 2023 Hot Topic:
Leading School Improvement & Culture Change

Nov 16, 2023 Hot Topic: Augmented Reality and Cognitive
Load in the Classroom

Jan 18, 2024 Educational Leadership Book Club

Feb 22, 2024 SA Professionals Network Event and
National Conference Launch

May 1, 2024 Hot Topic:
Dr Jared Cooney Horvath live in Adelaide

May 21, 2024 Q&A and Networking with Dr Selena Fisk

TAS

Nov 1, 2023 Breakfast with the Minister
- The Honourable Roger Jaensch

Mar 21, 2023 TAS: Welcome drinks and Panel

Jun 27, 2024 Hot Topic: Professional Conduct

VIC

Jul 19, 2023 VIC's Patron's Oration 2023

Aug 15, 2023 Q&A: Closing the Gap in the Classroom:
Empowering First Nations' Knowledges

Nov 1, 2023 President's Research Seminar:
Artificial Intelligence: Its impact on classrooms,
teachers and school leaders

WA

Jul 13, 2023 Educational Leadership Book Club

Aug 3, 2023 The Learning Pit: Improving Students' Attitudes
Towards Challenge

Aug 15, 2023 Leading Innovation in Education Network 3

Oct 5, 2023 Educational Leadership Book Club

Nov 2, 2023 Leading Innovation in Education Network 4

Feb 22, 2024 Breakfast with the Minister
- The Honourable Dr Tony Buti MLA

Mar 8, 2024 Leading Innovation in Education Network 1

Apr 11, 2024 Educational Leadership Book Club

May 8, 2024 Hot Topic: Complexities and Benefits of
rural/remote leadership

May 17, 2024 Networking Session featuring Dr Selena Fisk

Jun 5, 2024 Leading Innovation in Education Network 2



Journals and Publications

ACEL's Journals and publications are a key component of its mission to ensure educational leaders have access to high quality resources on relevant topics such as current research, policy developments, and best practice. The opportunity to present the voices of established and emerging leaders as well as researchers and practitioners is a source of great pride for the organisation and for ACEL's publications. Moreover, offering a lens into different contexts and practices told by teachers and leaders in schools and other education-related organisations, is a key pillar of ACEL's strategic focus.

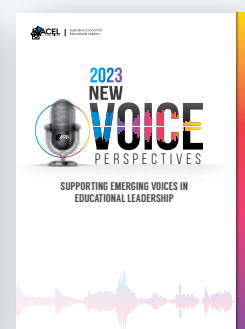
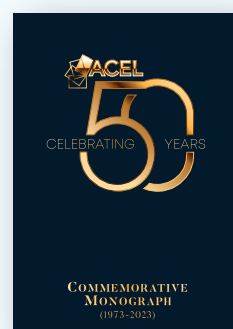
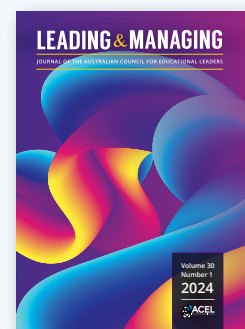
ACEL disseminates, promotes, and publishes research via its four key publications (Leading & Managing, the ACEL Monograph, New Voice Perspectives and the Australian Educational Leader).

Leading & Managing (L&M) is a well-recognised blind peer reviewed journal, published twice a year that furthers academic discourse around educational leadership. Its focus is education management and leadership in the widest sense and within contexts such as schools, higher education institutions, and other educational organisations. In 2024, ACEL entered a new phase in its development with a reconstituted editorial board comprising national and international board members, a new editorial partnership representing Australia and the United States, and the implementation of an OJS (open journal system). Editors Professor Fenwick English, Associate Dean of the College of Education at Florida Gulf Coast University and Professor Dorothy Andrews, University of Southern Queensland have indicated their intention of pursuing the challenge of indexing so that L&M can become a journal with an academic ranking. L&M became an open access journal which means it is available free of charge to anyone who wishes to access it.

Each year, the Australian Council for Educational Leaders is proud to present **New Voice Perspectives**, celebrating our New Voice Scholars who have been recognised in the fields of school leadership, educational leadership research, and early childhood

and care. The 2023 New Voice Scholars were asked to respond to one of four questions considering how leaders inspire hope and create the future; the three main global challenges facing educational leaders; what it means to be an educational leader in 2023 and how in the age of AI how leaders can retain a human focus.

In 2023 ACEL celebrated 50 years of leadership and dedicated service. To mark this auspicious occasion ACEL Patron, Frank Crowther, with a special contribution by Brian Caldwell, was commissioned to write a **commemorative monograph** that told the inspirational story of the Australian Council for Educational Leaders. The monograph was launched at ACEL's national conference held in Sydney, 2023.



Journals and Publications

Australian Educational Leader (AEL) is widely considered the premier practitioner-focused publication in current circulation for educational leaders across the country. Both experts and practitioners contribute regularly to AEL.

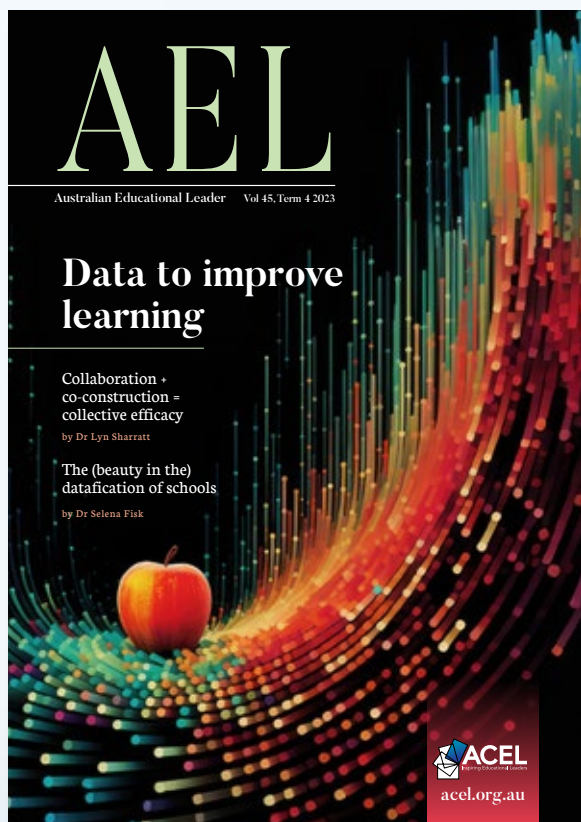
AEL is managed by Project Manager/Editor Dr Lisa C. Ehrich who works closely with 12 experienced educators/educational leaders who form the editorial board producing four quality issues of the journal each year. The Project Manager in concert with the Chair (Dr Kirk Zwangobani) and board members solicit articles (i.e., lead, general, and success stories) from academics and practitioners alike, review these articles, and then make a determination as to their suitability for publication. AEL is an in-house publication that is produced in two modes: online and in print by ACEL's publication team.

An important collaborative decision that is made yearly by the Project Manager, Chair, and board members is identifying themes for each of the four issues. During the last financial year, these themes varied in both nature and focus and included "leading, learning, and shaping the future together" (issue 3, 2023); "data to improve learning, (issue 4, 2023); "reimagining schools" (issue 1, 2024), and "leading effective teams (issue 2, 2024). All four issues attracted a range of interesting, innovative, and inspiring articles drawn from Australian and overseas experts who showcased their research. Among these leading experts were Professor Andy Hargreaves and Cameron Jones; Professor Pasi Sahlberg; Dr Lyn Sharratt; and Professor Emeritus Brian J. Caldwell. A highlight in all issues of the Australian Educational Leader is a section that celebrates good practice, success and innovation. Some of the success stories covered important and interesting topics such as leading a critical transformation approach to school improvement; creating a data-informed culture in the Northern Territory; reimagining the future at Gowrie Victoria Broadmeadows Valley; and prioritising staff so they can prioritise children in an early childhood setting.

AEL

Australian Educational Leader







ACEL

MEMBERSHIP

FREE
RESOURCE CENTRE

FREE
PUBLICATIONS

SAVE
WORKSHOPS

FREE
DIGITAL CONTENT

SAVE
CONFERENCES AND EVENTS

SAVE
ACEL BOOKSHOP

SAVE
WEBINARS

SAVE
MEMBERSHIP PROGRAMS

COGNITION

PLUS

Save on Resources in Action Series • Use the great resource "ACEI" Exclusive Member Only Offers • Be first to Exclusive "Member Only" Events from Local State Branch Support & Activities
And Much More

OPPORTUNITY



Dynamic Networks

To create and enable strong connections and networks for educators and educational leaders to collaborate across sectors and geographies.

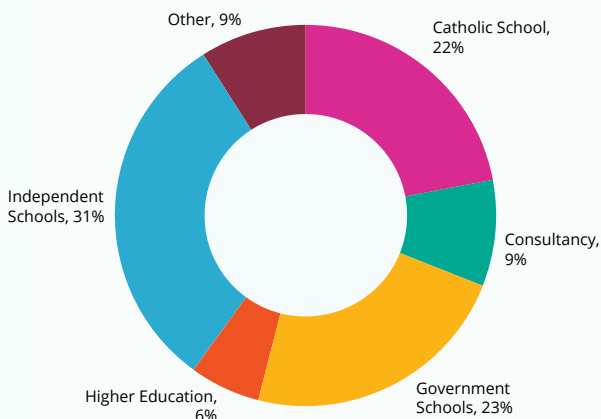


Membership

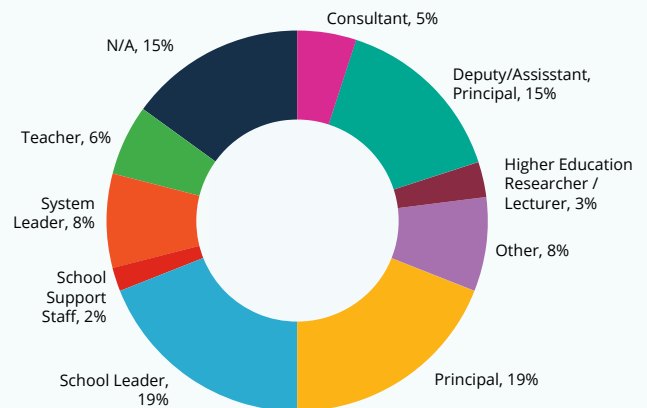
ACEL's value proposition is key to membership engagement and retention. As a key organisational objective, we continue to highlight ACEL's membership benefits along with our dedicated team providing personalised service in assisting our members with their queries. With membership remaining stable, we are continuing to observe an increase in the uptake of ACEL's two- and three-year membership options, reflecting the growing awareness and trust in the networking, resources and services we provide to the education community.

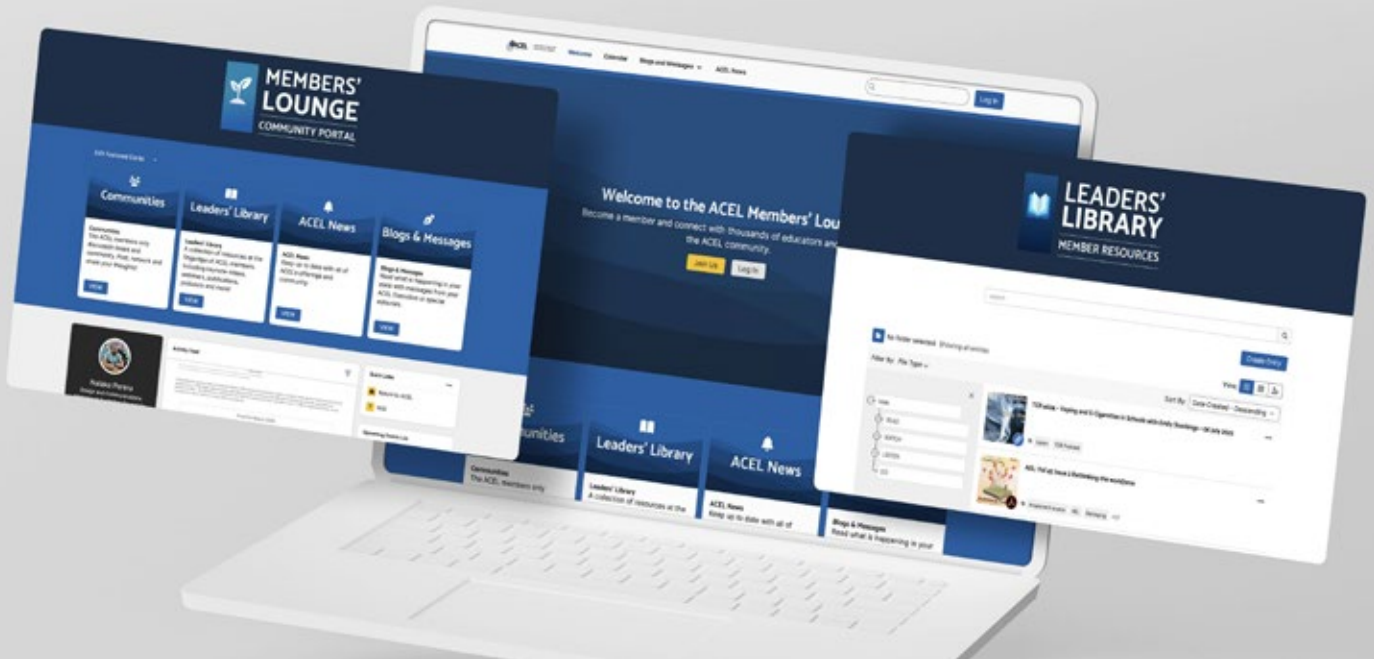
Providing complimentary membership awarded to individuals who have recently won an ACEL branch or national award, received a university prize where ACEL was a sponsor, or have taken part in one of our long-term leadership programs, is an important avenue to introduce our range of member benefits to those who are new to ACEL. Because ACEL is an organisation that values human connections and collegiality, an important part of its mission is to provide opportunities for its members as well as others from across the diversity of the education sector, to network, collaborate, and share research and good practice. Serving our member base and the wider education community is central to our ongoing work as a professional organisation.

Sector



Role





Online Community

Last year saw the launch of **The ACEL Members' Lounge**, an online community platform whose purpose is to create and enable strong connections and networks for all educators to collaborate across sectors and geographies.

The Members' Lounge provides a forum through which educators can collaborate, network, and share problems of practice and expertise.

The platform saw a 40 percent take-up of members into the platform in its first year. This offers a great resource to all members across Australia and beyond to be able to connect and receive the benefits on their schedule and wherever they are. This has been proven with the 60% increase in website traffic to ACEL compared to the previous financial year.

Within the Members' Lounge is the **ACEL Leaders' Library**, an extensive user friendly collection of resources at the fingertips of ACEL members.

As of today the library contains thousands of articles and resources, including over 6 years of full keynote videos and webinar series. The library is now the digital home of ACEL's flagship journal the Australian Educational Leader (AEL).

We continue to strive to make the Members' Lounge a growing benefit to the industry and a seamless way to connect via blog posts, news announcements and a detailed calendar.



MEMBERS' LOUNGE

COMMUNITY PORTAL



LEADERS' LIBRARY

MEMBER RESOURCES



Partnerships

Our partnerships with like-minded organisations allow us to collaborate broadly offering unique opportunities to all in the education community, providing access to learn from and engage with thought leaders through ACEL conferences, events and publications.

Partnerships with organisations and personnel are central to the work of ACEL. Not only do these partnerships enable us to raise our profile through extending and engaging strategically in a wider range of networks, but also they provide opportunities for a variety of collaborative projects and learning events. ACEL values its partnerships with publishers including Booktopia, HBE, and Taylor & Francis as they have enabled us to continue to provide curated titles for the online bookshop. Partnerships with State Departments of Education across the country have been fruitful in delivering significant events including two annual conferences. Our gratitude and sincere thanks go to all of our partners for their collective support in helping us achieve targeted, valuable, and bespoke offerings throughout the year.



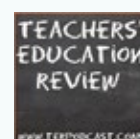
Queensland
Government



sentis
education



GROWTH
FACULTY
LEARN



Communication and Social Media

Daily social posts serve across the range of strategic pillars ensuring messaging integrates ACEL's offerings as well as providing wisdom, support, insight, thought provoking prompts, news and access to free resources.

The ACEL community platform is also the home for various blog posts holding important information from branch president's messages to special editorials. The ACEL homepage also features a news feed, allowing users to see information at a glance on the activities of ACEL.

Direct communications remain a fortnightly occurrence, packing the emails with as much new information and offerings in a newsletter format. Members feedback affirms that this is their primary interface with ACEL.

Members have also been empowered by the ACEL Digest emails that occur daily, populated solely by discussion posts and resources shared exclusively by members. This provides our members an avenue to directly reach out across the vast network to connect.

This year, we mark 10,000 LinkedIn followers, a major milestone in connecting with the greater community.



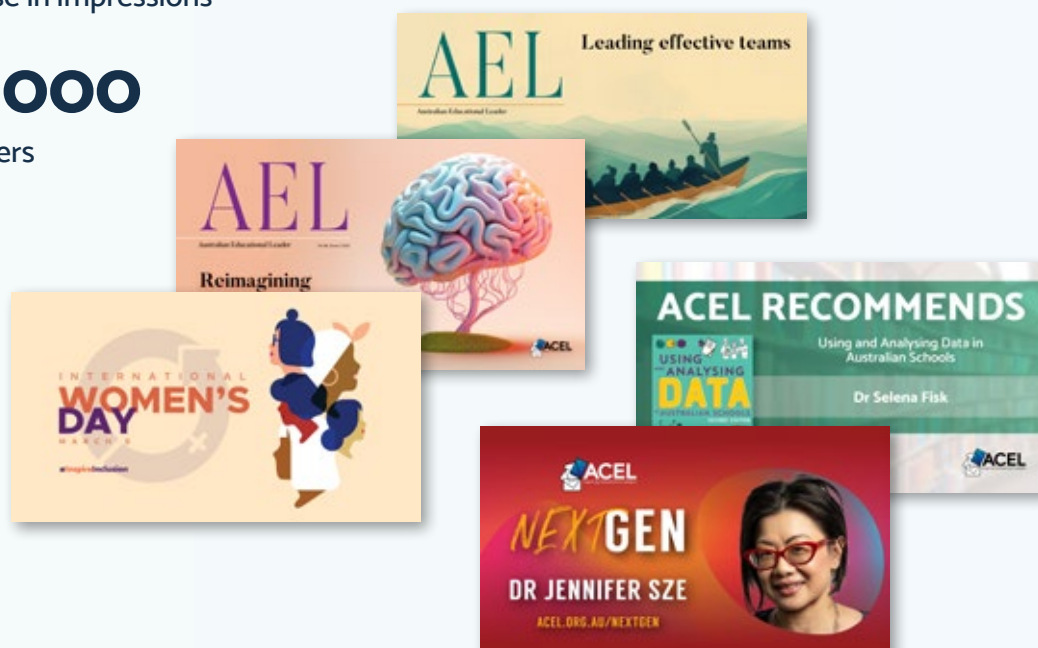
↑ 13.3%

Increase in impressions



10,000

Followers





ACER
38th ANNUAL
NATIONAL AWARDS

presented to
Annabel Astbury

received an
**ACER National Media
& Journalism Award**

of the Australian Council for Educational Research
27 September 2023

SKW
ACER



ACER
38th ANNUAL
NATIONAL AWARDS

presented to
Dr Deborah Netolitsky

received an
**ACER Hedley
Beare Award for
Educational Writing**

of the Australian Council for Educational Research
27 September 2023

SKW
ACER



ACER
38th ANNUAL
NATIONAL AWARDS

presented to
Dr Meath

received an
**ACER Nganakarr
Award**

of the Australian Council for Educational Research
27 September 2023

SKW
ACER





Recognise and Empower

To recognise and celebrate diversity, equity and inclusion in education and educational leadership and to empower the next generation of educational leaders.

ACEL Awards

The Australian Council for Educational Leaders

38th ANNUAL NATIONAL AWARDS CEREMONY

ACEL's status as the largest independent, cross sectoral, profession-led organisation is most visible in its recognition of educators that 'make a difference' in diverse settings. Award recipients are nominated by their peers for work that has had an impact beyond their own school or organisation. Fellowships are given at the branch and national level to reward contributions made to ACEL as board members, branch executives and writers.

Major awards like the Gold Medal, Hedley Beare Award for Writing, Nganakarrawa Award and the Keith Tronc Award for Outstanding Teacher Leadership are given to educators demonstrating specific attributes and who have been engaged in great work over time.

The 2023 ACEL National Awards were announced via the ACEL Newsletter and recipients received their recognition at the ACEL National Conference in Brisbane.

National Awards Committee

Paul Kidson
(Branch Appointed Director), Chair

Liz Foster, Gary Racey
(Branch Executive)

Sue Buckley, Kevin Richardson

ACEL Gold Medal

Professor Sandra Milligan

ACEL Hedley Beare Award for Educational Writing

Dr Deborah Netolicky

ACEL Fellowships

Debbie Dunwoody Angela Falkenberg
Stephen Gniel Lisa Rodgers

ACEL Leadership Award

Ashley Coats Jacinda Euler Welsh
Sinan Kerimofski Dr Suraiya Abdul Hameed
Paddy McEvoy VSSEC EducationTeam

ACEL Keith Tronc Award

Grace Chaplin

ACEL Nganakarrawa Award

Dr Toni Meath

ACEL Presidential Citation

Professor John Hattie

ACEL National Media & Journalism Award

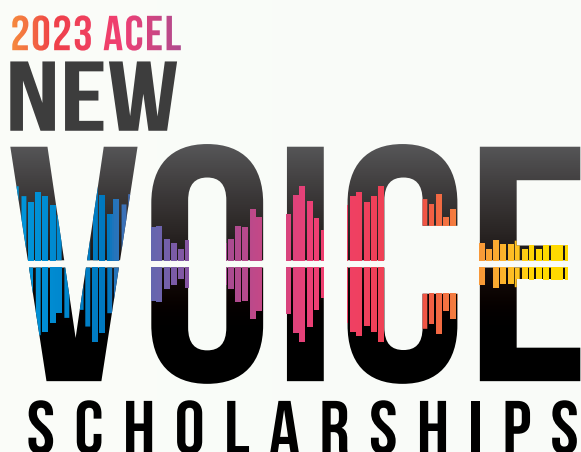
Annabel Astbury

ACEL's New Voice Scholarship recognises forward thinking, contextually relevant and responsive educational leaders whose work has had an impact above and beyond their immediate context. The New Voice Scholarships are part of ACEL's 10 year and \$300,000 commitment to recognising the emerging voices in educational leadership.

This serves to highlight the depth of Australia's emerging educational leaders and the scholarship itself gives an opportunity to raise the profile and amplify the voice of these excellent contributors.

Each scholarship welcomes the recipient into the ACEL network and supports the dissemination of new learning and thought. Their contributions to workshops, Resources in Action, conferences and the Perspectives publication have provoked, developed and inspired us all.

**2023 ACEL
NEW
VOICE
SCHOLARSHIPS**



ACEL Fellows

1981-1999

1981

Clifford Burnett ACT
 Charles Philip Cullen QLD
 Edwin Harold Jones WA
 Patricia Jean Jones WA
 Thomas James Moore VIC
 Francis (Frank) George Rogan VIC
 William George Walker VIC (Hon)

1982

Hedley Beare VIC
 Jarvis Lesley Finger QLD
 William Richard Mulford ACT
 Ian Francis Vacchini NSW

1983

John Richard Steinle SA
 Eric George Hoare WA
 Gerald Anthony O'Callaghan SA
 Colin Reginald Joseph Moyle VIC

1984

Phillip William Hughes TAS

1985

Judith Dorothy Chapman VIC
 William John Kennedy SA
 Richard Roger Lee ACT

1986

Trevor Marshall Barr SA
 William Neil Hird QLD
 Doug Swan NSW
 Quentin Frederick Willis VIC

1987

Clyde Percival Bant WA
 Pauline Josephine Murphy VIC
 Brian John Caldwell TAS
 Diana Mildred Fleming VIC
 Robin Beth Gregory NSW
 Alexander Ross Thomas NSW
 Robert Muir Stone SA
 Ian Wilson Paterson NSW

1988

Janette Barbara Biber NSW
 Johanna Conway NSW
 Thomas A Grunsell NSW
 Barry Jenkins NSW
 Milton Edgar March ACT
 Laurence Royce Miller QLD
 John Frank Clement Roulston QLD
 John Woods SA

1989

John A Bunday WA
 Geoffrey A Burkhardt ACT
 Kingsley Curtis SA
 James Stewart Hamilton VIC
 Eric Hinchliffe WA
 Mary Mercer SA
 Merline Muldoon QLD

Kath Phelan NT
 Ruth Readford QLD
 Neil Tuckwell QLD

1990

Martin Donovan Brandreth WA
 Francis Allan Crowther QLD
 James Anthony d'Arbon NSW
 Barry Herbert Elliott VIC
 Reynold John Macpherson NSW
 Robert Keith Maynard SA
 Margaret Louise Nadebaum WA
 Charles Henry Payne NT

1991

Rt Hon Sir Zelman Cowen
 Mary Louise Bergin NSW
 Neville Harry Fry QLD
 Michael Bernard Myers NT
 Campbell William Reilly WA
 Anthony Tenney NSW
 Maxwell John Sawatzki ACT

1992

William George Bassett QLD
 Ruary James Bucknal NT
 Michael John Hough NSW
 Bruce Alan Lyons WA
 Douglas Charles Ogilvie QLD
 Fenton George Sharpe NSW
 Elaine Winsome Thomas VIC
 John Gilroy Thorne TAS

1993

Martin Kennings Caust SA
 Alan Edgar Druery QLD
 Carolyn Diana Harrod QLD
 David George Heath WA
 Neil Andrew Johnson NSW
 Ian Maxwell Ling VIC
 Gwenyth Joan McNeil VIC
 David Bruce Smith VIC
 Keith Ernest Tronc QLD
 Denise Florence Wilkowski NT

1994

Mary Grace Armstrong NSW
 Maureen Bridget Boyle ACT
 Ronald James Kirkman NT
 Garry Michael Askey-Doran TAS
 Norman Alfred John Hughes QLD
 Peter Lloyd Hodge TAS

1995

Robin Amm NSW
 Charles Burford NSW
 William F Donovan ACT
 Michael Gaffney ACT
 Gail Mackay QLD
 Joseph John McCorley QLD
 John Olsen McGorm SA
 Ian Stevenson NT

Noel Lee Stonehouse VIC
 Colin James Sutcliffe QLD
 Beryl Wilson VIC

1996

James McDonald Cameron NT
 Paul Carlin VIC
 Robert Conners NSW
 Janelle Eldridge NSW
 Tom Grace WA
 Everlyn Marie Jansen QLD
 Malcolm Lee ACT
 Richard Mayhew WA
 Cynthia Merrill VIC
 David Mossenson WA (Hon)
 Philip Thurston Seino WA
 Geoffrey James Spring NT (Hon)

1997

Peter Gronn VIC
 Marian Lewis PNG
 Neil Keith Money QLD
 Michael Norman VIC
 Reginald Pollack NSW
 Colin Stanley Trestrail WA
 Raymond William McCulloch VIC (Hon)

1998

Richard Jeremy Bates VIC
 Narottam Bhindi NSW
 Michael William Bradley NT
 Sylvia Jane Walton VIC
 Glenda Campbell-Evans WA
 Michael John Colwell PNG
 Patrick Augustine Duignan NSW
 Elizabeth Hazel Lee ACT
 Jennifer Anne Lewis NSW
 Angus Edward Lucas QLD
 Glynys O'Brien SA
 Robert Clive Townsend ACT
 Peter William Hill VIC (Hon)

1999

John Ewington TAS
 Victoria Stokes NT
 Prudence Clarke ACT
 Donald Daniels PNG
 Louise Clayton-Jones NSW
 John Schiller NSW
 Kenneth Evans WA
 Graham Brown WA
 Richard Cotter VIC
 Patricia Fitzgerald VIC

2000

Warren Henry Brown NSW
 Clarence Michael Burke QLD
 Stephen Kenneth Dinham NSW
 Kathleen Kuryl TAS
 Donald Richard Laird VIC
 Isabelle Brigid Limerick QLD
 Graham Paul Harrington TAS (Hon)

ACEL Fellows

2000-2022

2001

Gordon Kenneth Avenell QLD
 Michael Anthony Cox VIC
 Hazel Jean Day VIC
 Darryl Bruce Moir TAS
 John Anthony Retallick NSW
 Patricia Ann Wilks ACT
 Edward Allen Holdaway Cda. (Hon)
 Alan Seagren USA (Hon)
 Donald Keith Tyrer VIC (Hon)

2002

Anne Benjamin NSW
 Catherine Gwynn Buchanan SA
 Kathleen Susan Cottee SA
 Neil Charles Cranston QLD
 Alan Hutchinson VIC
 Ronald Rea Ikin NSW
 Gregory Bryne Whitby NSW

2003

Kenneth John Eltis NSW
 Peter Bryant Hauser VIC
 Neville Tom Highett SA
 Janette Belva McClelland NSW
 David George Manttan QLD
 Heather Doris Sjoberg NT
 Robin Ann Sullivan QLD
 Gene R Carter USA (Hon)
 Anthony Brace Conabere VIC (Hon)
 Darrell John Fraser VIC (Hon)
 Frances Merryl Hinton ACT (Hon)
 Kenneth John Rowe VIC (Hon)

2004

Stephen Paul Brown QLD
 Debra Joy Brydon VIC
 Kenneth Gilbert QLD
 Helen Margaret Halling ACT
 Roger Hayward VIC
 Ian Patrick Lillico WA
 Anthony Mackay VIC
 Ian McKay QLD
 Dennis Walter Sleight ACT
 Elizabeth Ward VIC
 Anthony Watt QLD
 Elizabeth Constable WA (Hon)
 Audrey Jackson WA
 Millicent Poole WA (Hon)
 Therese Mary Temby WA (Hon)

2005

Lee Callum QLD
 Timothy Frances Hawkes NSW
 Jillian Morgan TAS
 Jennifer Mary Nicol WA
 Ingrid Moses NSW (Hon)
 Alan David Robson WA (Hon)
 John Munro VIC (Hon)

2006

Simon Boss-Walker QLD
 Edward Brierley VIC
 Robert Chandler NSW
 Mark Creedon QLD
 Rev. Monsignor Thomas Doyle VIC
 Ron Dullard WA
 David Gurr VIC
 Anne Paul ACT
 Graeme Sassella-Otley WA

Rosa Storelli VIC
 Desmond Cahill VIC (Hon)
 Lynne Kosky VIC (Hon)

2007

Annette Cunliffe NSW
 Leoni Degenhardt NSW
 Christine Edwards TAS
 Irene Gray TAS
 Michael Harvey WA
 Genia Janover VIC
 Kathy Lacey VIC
 Jean Lomax SA
 Stephanie Munday-Lake QLD
 Helga Neidhart VIC
 Rob Rasmussen QLD
 John Worthy WA
 Alexander Young RFD TAS
 Ron Miletta USA (Hon)
 Simon Marginson VIC (Hon)

2008

Brenda Beatty VIC
 Carolyn Broadbent ACT
 Paul Brock NSW
 Louise Anne Bywaters SA
 Christine Cawsey NSW
 Peter Anthony Hope Cooper VIC
 Philippa (Pip) Field SA
 Christopher Presland NSW
 Allan John Shaw ACT
 Karen Starr VIC
 Rev Andrew Phillip Syme WA
 Edward Richard Tudor VIC
 Kathy Walker VIC
 Jeff Walkley VIC
 Daniel White VIC
 Lisa Paul PSM ACT (Hon)

2009

Gerard Calnin VIC
 David Cannon NT
 Henry Gray NT
 Brenda Keenan NT
 Gabrielle Leigh VIC
 Maureen O'Rourke VIC
 Marian Parkinson SA
 Alan Reid SA
 Heather York Schnagl VIC
 Marie Therese Smith NSW
 Jennifer Stanley SA
 Arthur Townsend NT
 Jim Watterston ACT
 Helen Wildy WA
 Wayne Craig VIC
 Steve Marshall VIC
 Didamain Udo NT (Hon)

2010

Dorothy Andrews QLD
 Michael Avery NT
 Margaret Banks NT
 Toni Cocchiaro SA
 John DeCourcy NSW
 Michelle Green VIC
 Bob Lingard QLD
 Stephen Hibbert Newton VIC
 Elizabeth O'Carrigan NSW
 Lee-Anne Perry QLD
 Greg Petherick SA

Barbara Stone NSW
 Mark Turkington NSW
 Peter Turner NSW
 Allan Walker HK
 David Warner QLD
 Robyn White WA
 Pauline Zappulla VIC
 Br Kelvin Chanavan fms NSW (Hon)
 Brian Croke NSW (Hon)
 Patrick Griffin VIC (Hon)
 Geoffrey Masters VIC (Hon)
 Moira Najdecki ACT (Hon)
 Richard Teese VIC (Hon)

2011

Michele Bruniges NSW
 Graham Chadwick NT
 Garry Costello SA
 Neil Dempster QLD
 Helen Brennen VIC
 Margot Foster SA
 Brian Gray QLD
 John Hattie VIC
 Norman Hunter QLD
 Helen O'Brien NSW
 Peggy Saab NSW
 Helen Starr QLD
 Anthony Whelan NSW
 Peter Dawkins VIC (Hon)
 Field Rickards VIC (Hon)
 Jonathon Welch QLD (Hon)

2012

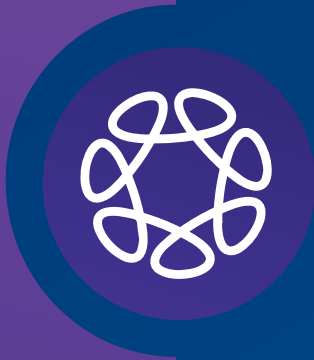
Ian Anderson WA
 Amelia Angelakis SA
 Elida Brereton VIC
 Joan Conway QLD
 Lawrie Drysdale VIC
 Valerie Gould WA
 Marion Guppy NT
 Daryl Hanly QLD
 Margie Kesby NT
 Stewart Moyses NT
 Lilliana Mularczyk NSW
 Mary Oski VIC
 Glenn Proctor VIC
 Kevin Richardson SA
 Steffan Silcox WA
 Karen Spiller QLD
 Elisabeth Turner WA
 Michael Windred NSW
 Suzanne Carrington QLD (Hon)
 Roderick Fraser VIC (Hon)
 Julie Grantham QLD (Hon)
 Noel Hayman QLD (Hon)
 Lee Musumeci WA (Hon)
 Jean Rice WA (Hon)

2013

Robyn Bell QLD
 Kerrie Blain ACT
 Simon Clarke WA
 Michael Dahl SA
 Simon Gipson VIC
 Diane Joseph ACT
 Garry Le Duff SA
 Toni Meath VIC
 Dennis Mulherin QLD
 Coralee Pratt VIC
 Brian Ralph NSW

Paul Rijken	SA	Kim Hebenstreit	SA (Hon)	2021	
Phil Ridder	WA	Jo Padgham	ACT (Hon)	Alice Dunlop	SA
Brett Shackleton	QLD	Sheryle Yorston	SA (Hon)	Peter Goss	VIC
Carolyn Woodhouse	VIC			Frank Malloy	NSW
Allan Blagaich	WA (Hon)	2016		Phillip Moulds	QLD
Leonie Clelland	WA (Hon)	Michelle Anderson	VIC	2022	
Tony Cook	ACT (Hon)	Bruce Armstrong	VIC	Dale Morrow	QLD
Margaret Fenbury	NT (Hon)	Antony Beswick	WA	Josie Crisara OAM	VIC
Richard Gill	QLD (Hon)	Chris Bonnor AM	NSW	Patrick Coughlan	QLD
Paul Mathews	WA (Hon)	Wendy Cahill AM	VIC	Jake Madden	NSW
Helen McGrath	VIC (Hon)	Sandy Cartwright	NT	2023	
Erica McWilliam	QLD (Hon)	Helen Goode	VIC	Debbie Dunwoody	VIC
Paul Swan	WA (Hon)	Neil MacNeil	WA	Angela Falkenberg	VIC
Leonie Trimper	SA (Hon)	Michael O'Neill	WA	Stephen Gniel	SA
		John Mula	TAS	Lisa Rodgers	WA
2014		Debra Punton	VIC		
Jeremy Beard	VIC	John Ryan	QLD		
Ray Bloxham	QLD	Anne Tonkin	VIC		
Ray Boyd	WA	Angus Tulley	ACT		
John Collier	NSW	The Asia Education Foundation	VIC (Hon)		
Lisa Ehrich	QLD	Nicole Hanna	WA (Hon)		
Vicki Forbes	VIC	Abdullah Khan	WA (Hon)		
Bronwyn Harcourt	VIC	Darrel LeMercier	WA (Hon)		
Robert Hoff	SA				
Matthew Hughes	WA	2017			
Deborah Kember	QLD	Judy Crowe	VIC		
Paul Kilvert	SA	Anne Foale	TAS		
Michael Lee	ACT	Alan Genoni	WA		
Warren Marks	NSW	David L Giles	SA		
Keith Newton	WA	Joanne Jarvis	NSW		
George Palavestra	ACT	David Lee	WA		
Phil Reid	SA	Lynda MacLeod	SA		
Annette Rome	VIC	William Maiden	ACT		
Stuart Sellar	SA	Anthony Roberts	NT		
Debbie Sukarna	VIC	Warren Symonds	SA		
Barbara Watterston	VIC	Vicki Treble	NSW		
Tony Bryant	VIC (Hon)	Tony Watson	WA		
Sylvia Corish	NSW (Hon)				
Anne Ellis	ACT (Hon)	2018			
Sandra England	VIC (Hon)	Mark Campling	QLD		
Janette Gee	WA (Hon)	John Cleary	NT		
Barry Kahl	SA (Hon)	Kim Dray	VIC		
Sue Kennedy Branford	SA (Hon)	Catherine Rey	ACT		
Maria Kirkwood	VIC (Hon)	Brad Russell	NSW		
Mary Margetts	WA (Hon)	Geoff Ryan	VIC		
Pam McRobbie	SA (Hon)	Judy Smeed	QLD		
Michael Morgan	WA (Hon)	Patrea Walton	QLD		
Regan Neumann	QLD (Hon)				
Jacqui Quartermaine	WA (Hon)	2019			
Regina Thompson	NT (Hon)	Neil Barker	VIC		
		Sholto Bowen	VIC		
2015		Mary Fitz-Gerald	VIC		
Norma Ashton-Smith	VIC	Richard Ford	TAS		
Pamela Betts	QLD	Ann-Marie Furney	NSW		
Kerry Bolger	VIC	Ronald Gorman	WA		
Kathryn Brennan	NSW	Carolyn Grantskalns	SA		
Patricia Cowling	VIC	Lorraine Hodgson	NT		
Shane Glasson	WA	Rachael Lehr	WA		
Patricia Hindmarsh	TAS	Kylie Lipscombe	NSW		
Norman McCulla	NSW	Julie Podbury	VIC		
Ann McIntyre	NSW	Fran Reddan	VIC		
Margaret McKenna	VIC	Robert Sieben	SA		
Anthony O'Byrne	VIC				
Mandy Reynolds-Smith	TAS	2020			
Robert Walker	NSW	Murat Dizdar PSM	NSW		
Gerald White	SA	Meredith Edwards OAM	SA		
Stephen Breen	WA (Hon)	Tracey Ezard	VIC		
Wendy Cave	ACT (Hon)	James Laussen	VIC		
Narelle Hargreaves	ACT (Hon)	Aine Maher	VIC		
		Michele McLoughlin	ACT		





Organisational Excellence

ACEL is an association which embodies professional excellence and models it with integrity.

Board of Directors 2023-2024

President



Briony Scott
ACEL President

Independent Directors



Mary Oski



Murat Dizdar

Branch Appointed Directors



Sandra Darley
ACT Branch President



Paul Kidson
NSW Branch President



Ranae Graham
NT Branch President



Liz Foster
QLD Branch President



Martyn Anderson
SA Branch President



Jacqui Lawless
TAS Branch President



Annette Rome
VIC Branch President



Mathilda Joubert
WA Branch President



Audit and Risk Management Committee

The Audit and Risk Management Committee (ARMC) is a committee of the ACEL Board.

Membership of the ARMC comprises:

Mary Oski
(Independent Director), Chair

Annette Rome
(Branch Appointed Director)

Karen Fox

Bhaumik Bumia

Shamiso Mtenje

The function of the ARMC is to support the Board in the corporate governance of ACEL and provide guidance regarding matters related to financial management and reporting, internal controls, external audit and risk management.

The Committee acts in accordance with the ARMC Charter, developing an annual program of work for approval by the Board. The Committee provides a report to each Board meeting. ARMC meetings are conducted either face-to-face or via teleconference, generally on a monthly basis.

During the year the ARMC monitored financial reporting processes; internal control and risk management systems and completed the implementation of the recommendations of the policy inventory.



Mary Oski
Chair



Annette Rome



Bhaumik Bumia



Karen Fox



Shamiso Mtenje



The Professional Learning Committee

The Professional Learning Committee (PLC) is a committee of the ACEL Board.

The Committee's brief is to assist and advise Management and the Board on matters relating to:

- Professional learning programs for ACEL members and the teaching profession
- State and Territory based professional learning foci, standards and venues
- State based standards and accredited training criteria
- Professional knowledge and skills.

The Professional Learning Committee is not a policy making body but particularly in the design of signature professional learning events. Most notably the committee plays a significant role in the call for papers and selection process associated with major conferences.

Mathilda Joubert
(Branch Appointed Director), Chair

Phil Collins
Christine Haynes
(Branch Executive)

Kylie Lipscombe

Jane Wilkinson

Sue Buckley



Mathilda Joubert
Chair



Phil Collins



Christine Haynes



Kylie Lipscombe



Jane Wilkinson



Sue Buckley



Branch Reports

Organisational Excellence

ACT Branch Report

It has been a great privilege lead the ACT Branch of ACEL in 2024 as President. It has also been very rewarding to be able to contribute at a local and national level to a peak body that is so rich in its commitment to transforming the future for our most precious resource, our young people, through its investment in the profession.

I wish to pay tribute to the remarkable work that our outgoing President Dr Kirk Zwangobani led during his time as President of our Branch. He secured a culture of collaboration, intellectual rigour and dialogue that will endure beyond his tenure. Thank you Kirk.

This year we welcomed Tracey Taylor Senior Officer, National AIS and Maria O'Donnell Senior Officer Secondary Curriculum, CECG to our Branch which also includes Dr Tony Bracken Deputy Director, CECG, Nicole Jagers Assistant Principal, ACT Directorate, Dr Kirk Zwangobani Deputy Principal, Lake Ginninderra College and Melissa Planten Principal, Lake Ginninderra College. We are very fortunate to have each of our sectors so well represented in the ACT.

I wish extend my sincere thanks to the 2023 Awards committee Melissa Planten, Dr Kirk Zwangobani and Dr Tony Bracken who led the nomination and selection process for our 2023 ACT Awards. We were delighted to see that this year there were nominations and awards attributed to colleagues leading work in Early Childhood, Primary, Secondary and at System levels.

Our ACT Awardees were celebrated at a function in March at which we welcomed over 62 guests and who include:

ACT Fellowship - Tim McNevin

Growing in Leadership - Sophie Krieger and Erin White

Excellence in Educational Leadership -

Susan Chant, Tracey Lee Elliss, Lisa Hivers Pater McDonald and Bec Smith

ACEL Life Membership - Helen Halling

Congratulations to each of our awardees who were esteemed for their individual leadership and contribution to educational leadership in the ACT.

One of the standout ACEL events in the ACT is the annual Breakfast with the Minister held at the National Portrait Gallery. This year we had the largest number of attendees in a number of years and on behalf of ACEL I wish to thank and pay tribute to our ACT members and their guests for their patronage of this event. The Deputy Chief Minister and Minister for Education Yvette Berry, has been a great supporter of the breakfast and each of our sectors and over a number of years has been very generous in sharing her views about educational leadership and strategy and gave a resonant address which included taking questions from members and guests. On behalf of the Branch I wish to express our deep appreciation to Minister Berry for her attendance and patronage of the event.

ACEL ACT has great support from each of the leaders of our educational sectors who are regular attendees at our events and these include Katie Haire Director General of Education, the ACT Directorate, Ross Fox Executive Director of Catholic Education, the Archdiocese of Canberra Goulburn, Andrew Wrigley Executive Director of the Association of Independent Schools and Martin Watson Executive Director of the Board of Senior Secondary Studies.

In welcoming our members and guests to one of our events this year I reflected on the words of our esteemed Victoria Patron Professor Brian Caldwell at our National Conference in 2023, at which he remarked that what has served our organisation over the last 50 years have been the qualities of agility, adaptability, resilience, risk taking and leadership. These are the some of the finest qualities not only of ACEL but of our profession and so many examples of these qualities are so eloquently expressed in each of our sectors in the ACT and nationally.

Finally, I wish to express my sincere thanks to our President Dr Briony Scott and our CEO Dr Barbara Watterston for the generosity, intellectual acuity and future orientation they have brought to leading ACEL and advocating for the richness and future of our profession in 2024. I also wish to express my deep appreciation for the work of the national administrative team whose accessibility, efficiency and good humour have been integral to the success of our planning for events in the ACT.



Sandra Darley
ACT Branch
President

Sandra Darley

NSW Branch Report



Paul Kidson
NSW Branch
President

This year has seen some major change in the NSW Branch. Nearly half of the Branch Executive changed, with longstanding members retiring due to the expiration of their term: Dr Tony Bracken, Joanne Jarvis, Dr Michael Krawec, Dr Andrea Stringer, and our President, Associate Professor Kylie Lipscombe. Kylie served with distinction across the period 2020-2023, a period overshadowed in so many ways by the impact of COVID on leaders and the wider collegial and professional learning landscape. We owe her much thanks and wish her well as she continues to lead with distinction in her academic field of middle leadership.

The Branch Executive welcomed back some experienced and new members, spending time setting down key priorities for our three-year term. Two overarching priorities emerged from our discussions: the need to engage more colleagues in the government sector, and a need to rethink the difference between professional learning needs and collegial connection as we plan annual calendars. With an increased representation from the government sector, our strategies focus on facilitating growth in both membership and involvement in professional learning opportunities within the sector.

Consistent with wider national conversations, we are developing strategies to engage in collegial conversation as a complement to professional learning offerings. Inspired by approaches across other branches, we are exploring a range of no- or low-cost socially orientated opportunities to bring us together more frequently. This year has been a year of thinking and planning; next year we set out on this new adventure.

A major milestone has been the consolidation of the New England Awards into the NSW Branch Awards. The connection of ACEL to the New England region goes back to the earliest days of the association, with many of the driving forces in establishing and building ACEL connected with the University of New England. Over time, as these relationships changed and ACEL's national footprint grew, the New England Awards continued to acknowledge outstanding leaders in the area. Recently the National Board conducted a major awards review determining a more consistent approach in the years ahead to the NSW awards process through the oversight of the NSW Branch Executive. It was wonderful therefore to have a Team Leadership Award presented to the University of New England's Commencing Student Success Project and an Individual Leadership Award presented to Associate Professor Ingrid Harrington.

Bringing the history of these awards into the wider NSW Branch Awards has been an important, yet time-consuming process, and I wish to record thanks to National President Dr Briony Scott and CEO Dr Barbara Watterston for their commitment, as well as Peter Pickett, Chair of the New England Awards, who has administered these awards generously and faithfully for many years.

Along with these changes, our awards this year were a showcase of what makes ACEL such a unique community. Award recipients came from all three school sectors – government, Catholic, and independent – and from nearly all education tiers – primary, secondary, tertiary, and education system leadership contexts (we missed out on nominations from the early childhood community). In pursuit of our engagement with the government sector, we were delighted that National Board independent director and Secretary of the NSW Department of Education, Murat Dizdar, hosted the event at the Head Office of the Department. We had nearly 120 in attendance, and the response from awardees and their supporters was overwhelmingly positive. To top it off, it was a joy to present the Patrick Duignan Award for Leadership to Kylie Lipscombe, and the Dr Paul Brock Memorial Medal (our most prestigious award) to Joanne Jarvis, both former Branch Executive members. Special thanks are due to ACEL staff who make this event such a success – Peggy, Sharissa, and especially the indefatigable Elaine!

In November 2023, we hosted a highly successful middle leadership learning showcase at the Strathfield Campus of the Australian Catholic University. The event was oversubscribed, with strong engagement and case studies from each sector aligned with our strategy. Animated by our vision, the NSW Branch Executive is energized and optimistic, as we build on the strength of our history and richness of tradition.

My thanks to this wonderful NSW Branch Executive: Sue Bryen, Amanda Conray, Dr Simon Crook, Rhonda Kaidbay, Larissa Maraga, Corinna Robertson, Brenda Quayle, Vicki Treble, and Greg Whitby. We look forward to the year ahead.

NT Branch Report

As we reflect on the past year, I am pleased to present the branch report for 2024. The Northern Territory is a small jurisdiction, but this year has been marked by significant achievements. The newly formed committee acknowledges the work of the previous representatives, in particular branch president Aderyn Chatterton. Her certainty of the NT to host a successful national conference fostered support from the national office and saw the territory, a school jurisdiction with approximately 33% imputed or diagnosed student disabilities positioned at the fore of inclusive practices.

The vision and commitment of the collective team saw the ACEL 2024 National Disability and Inclusion Conference 2024, held in Darwin. ACEL partnered with the Northern Territory Department of Education to deliver a program that consisted of 17 guest speakers, and concurrent sessions. The event saw diverse representation from across the country and included international guests, broadening the scope and impact of discussions. Keynote speakers like Scott Avery Professor, University of Technology Sydney leading expert in disability studies, author and resilience expert Scott B Harris, and Lyn Sharratt Adjunct Professor at the Ontario Institute for Studies in Education with National Director, Education Autism Spectrum Australia (Aspect), Maryanne Gosling led provocations on leading an inclusive culture through wellbeing and engagement.

The National Disability and Inclusion Conference being held in the NT was a significant milestone for inclusivity and accessibility, demonstrated through innovative thinking to host in a location outside of a metropolitan city. The ACEL vision to create a dynamic and collaborative learning community, where educators come together to share ideas and work towards our commitment to improve the quality of learning, through inclusive practices was embedded throughout the conference.

The annual awards ceremony highlighted the exceptional leadership achievements across the Northern Territory. It was exciting to have nominees in each of the award categories. The breadth and depth of the awardees experience demonstrated the ACEL pillars, student voice and advocacy was celebrated through leaders who empowered the youth voice. The youth voice crew had their voices heard at the N.T. Leaders' Summit, with N.T. Ministers, the Federal Education Minister and the Prime Minister. It was students within the youth voice crew who 'stole the show' when they spoke at the inclusion conference, capturing the hearts and minds of the audience.

This past year has been a period of growth and adaption for the NT Branch. The transient nature of the territory has meant the committee has seen many of its executives take on exciting new opportunity's interstate. A priority for the local branch has been to stabilise and successfully maintain the quorum to have ACEL represented locally. Our local membership has remained constant for the period of 2023 and 2024.

I extend my gratitude to all members, volunteers and partners for their dedication and support. As we look forward to 2025, I am confident that with continued collaboration, innovation and support with the ACEL national office, Darwin will achieve further success in advancing educational leadership across Australia. We look forward to hosting Dr. Selena Fisk to support our local and national representatives to continue to put students at the fore of their leadership and improvement agenda.



Ranae Graham
NT Branch
President

A handwritten signature in white ink, appearing to be 'Ranae', written over a dark blue background.

QLD Branch Report



Liz Foster
QLD Branch
President

We truly are fortunate to be members of a profession that extends to us the opportunity and privilege in making a positive difference to the lives of others. As a dynamic learning community, during 2024 our Queensland Branch of the Australian Council for Educational Leaders has continued to share ideas and work towards our commitment to improve the quality of learning for all. Reflective of the uniqueness of ACEL nationally, we have sought connectedness with all in the education community, a focus on leading and leadership at our core, we contribute to and draw from national and global research, practice and learning opportunities.

As the Queensland Executive, in acknowledging the importance of our past whilst looking to the future for ACEL and ACELQ, we have made a continuing contribution towards a national organisation that positively promotes and shapes educational leadership and capability building across sectors and states, nationally and internationally. We recognise the time and thinking given by our Queensland Branch Executive of Bruce Addison, Lee Catterall, Tameika Grist, John O'Sullivan Williams, Sarah Gunn, Daniel Johnson, Adam Kuss and Tania Leach. We also recognise countless colleagues across Queensland for your professionalism and support of ACEL.

During 2024 we were encouraged by the momentum in participation of our local events. Our Toowoomba and Darling Downs collective, Brisbane and Gold Coast Pivotal People teams, together with new connections in Cairns, Townsville, The Wide Bay and Sunshine Coast. Our Toowoomba and Darling Downs network continued to offer opportunities for local professional learning and collaboration. These included Panel Forums and welcome evenings with a dinner event that saw educational leaders from across the South, West and East of our State gather for the annual Dinner on the Downs. We recognise our Toowoomba and Darling Downs colleagues for their significant contribution to ACEL and in turn our profession. We thank Joan Conway, Donna Stahlhut, Marty Savage, Tania Leach, Rob Cattle, Tom McCormick, Michael Floyd, Chris Gabbett, Emily Whiting, Dorothy Andrews, James Leach, Susan Carter and Linda Bourke.

We also recognise the significant thinking, planning and sequencing in ensuring meaningful learning opportunities that occur as a result of our Pivotal People leads and teams. On the Gold Coast, Majda Benzenati, Karen Caswell. In Brisbane, Sarah Gunn, Susan Garson, Liz Lacey, Tanya Anderson, Melissa Alexander, Jenny DaSilva and Adam Kuss. Our ACEL Queensland Pivotal People forums offer stimulating intellectual conversations with a purpose of providing professional learning for middle leaders, by middle leaders. Across the year, hosted by St Hilda's Gold Coast, with the topic of Inclusive Leadership Unveiled we heard from Matthew Stein and Christine Dowd. With Upper Coomera State School hosting Tammy Baart, Lisa Catterson, Regan Veivers, Cheyanne Conroy, as presenters, we enjoyed an evening of insights shared in exploring the role middle leaders play in capacity building, valuing culture and creating safe environments. Joining the Brisbane Pivotal People network to share their experience, perspective, and ideas about Middle Leaders as provocateurs were Dominic Piacun, and Joanna Gardiner. Later in the year presenters Melissa Alexander and Braydon Giles, responded to the question of, filter, bridge, conduit, how does it really work? We are now look forward to an Australian Council for Educational Leaders Middle Leaders Conference on the Gold Coast in May 2025.

During August we were reminded of the tradition and history associated with our Queensland Branch Awards and thank Ormiston College for hosting. This year we recognised the significant contribution of Andrew Pierpoint as recipient of the 2024 Miller-Grassie Award. We also congratulate the following Queensland colleagues as ACEL National Awardees. Dr Selena Fisk for the Hedley Beare Award for Educational Writing, Associate Professor Judith Howard for a National Excellence in Leadership Award and Braydon Giles as a National New Voice Scholar. In encouraging those who chose our profession, ACEL Queensland is a proud supporter of the Queensland University of Technology STAR Awards, with Tanielle Hartwig recognised in a formal ceremony as the recipient of this award.

Energised by the prospect of involvement in the creation of nationally connected learning communities, as the Queensland Branch, we will continue to provide resonant and innovative professional learning opportunities. In looking ahead to 2025, we trust that you will join with us both at in-person and hybrid events as we share our leadership knowledge, skills, understanding and capability as current and future educational leaders, reinforcing for all, the purpose and humanity that exists in our noble profession.

SA Branch Report

It has been a tremendous honour to serve as the ACEL SA Branch President. Working alongside such an enthusiastic and dedicated Branch Executive has been a rewarding experience. I want to extend my heartfelt thanks to our exceptional SA Branch Executive: Christine Haynes, Michael Murphy, Alina Page, Grant Small, Julie Tarzia, Brendan Toohey, Georgina West, and Anita Zocchi. Their commitment and outstanding effort have been vital in advancing ACEL's mission in South Australia. It is also gratifying to witness the branch's growth since the elections last year. The team's genuine dedication to supporting ACEL is evident, and I look forward to our continued success together.

We extend a special thanks to Warren Symonds for his six years of exemplary leadership of ACEL SA which finished at the end of 2023. His efforts have ensured that ACEL remains an influential presence in the South Australia.

This year, the SA Branch has offered a range of enriching professional learning opportunities. Notably, two sessions stood out:

- **Professionals Network & National Conference Launch:** Featuring a discussion on 'Reimagining Education' with Anne Dunstan, Glenn Savage, Barbara Watterston, and Pasi Sahlberg. This event was our most attended in years, marking a significant success.
- **Dr Jared Cooney Horvath Live in Adelaide:** Held at Walford, this well-attended session offered Jared's compelling and thought-provoking perspectives on the future of schooling and the development of capabilities and dispositions.

It has been encouraging to see a growing attendance at our events, reflecting a diverse mix of attendees from across South Australia's three sectors. Looking ahead, we are committed to organising events that connect and inspire the educational community in our state. Adelaide being the host city for the National Conference has also been important in showcasing the work of ACEL in South Australia.

To celebrate the achievements of South Australian educators, the Branch Executive launched the 2024 Annual Awards. Congratulations to the recipients:

Alby Jones Gold Medal Award: Anne Dunstan

Educational Leadership Medal: Cezanne Green, Paul Belton, Yvette Swaalf

SA Fellowship Award: Warren Symonds

Pip Field Emerging Leaders Award: Matthew Rotolo

SA Media Award: Dr Deborah Netolicky

We are fortunate to have such outstanding educators in South Australia, and ACEL SA plays an important role in recognising and celebrating excellence in this state.

The past twelve months have been incredibly rewarding. On behalf of the Branch Executive, I extend our gratitude to all the teachers and leaders who have supported ACEL in South Australia.



Martyn Anderson
SA Branch
President

TAS Branch Report

The Tasmanian Branch Executive is a small and dynamic group, dedicated to supporting educators within Tasmania and providing opportunities for Professional Learning, networking and celebrating the profession.

Thank you to the 2023/ 2024 team for their ongoing commitment Louise Bender, Amy Sharp, James Seddon, Tracy Siedler, Beth Gilligan, Louise Corrigan, Brittany Roestenburg and Anne Foale.

Towards the end of 2023, the ACEL Annual Awards were held at the University of Tasmania. The evening was one of celebration and connection. Educators from across the state were recognised for their passion, innovation, and dedication to education and to Educational Leadership.

The 'Breakfast with the Minister' also an annual event, was held in October 2023. We, once again welcomed a new Minister for Education, The Honourable Roger Jaensch. The breakfast was once again well attended with the Minister engaging with educational leaders in an honest and open atmosphere. In 2024 we are once again looking forward to the 'Breakfast with the Minister' Event and warmly welcoming a new Minister of Education.

Our 'Hot Topic' with the support of the Teachers Registration Board was well attended. The information shared at this event and the discussion that it enabled was greatly appreciated by those who attended. Legal matters are an area of increasing awareness and the need for increased knowledge.

ACEL's extensive online resources and webinars have enabled increased access to quality publications and Professional Learning for ACEL members. These opportunities are embraced by Tasmanian Educators and we are looking forward to this pathway expanding so that our region can continue to access these Professional Learning experiences.

As we continue to move forward, we hope ACEL Tasmania will continue to create exciting opportunities to ensure the provision of excellent professional learning, focused researched publications and the opportunity to build links and relationships between Educational Leaders and sectors.



Jacqui Lawless
TAS Branch
President

Jacqui Lawless

VIC Branch Report

ACEL Victoria continues to support the ACEL vision to create a dynamic and collaborative learning community and provide opportunities for educators to come together at the local level to connect, discuss and be inspired. We operate through the mantra of 'by the profession, for the profession'.

Recognition of peers is a key plank of the Victorian activities. The excellent work of the Branch Awards Committee (Hayley Dureau (Chair), Cameron Patterson and Fiona Hutton) is gratefully acknowledged. Their co-ordination of the nomination process, as well as the organisation of the prestigious award ceremony, held on 18 March 2024 at Wesley College is commendable. Fellowships were awarded to Sue Buckley, Adrian Camm, Esme Capp, Melissa Etherton, Chris Munro, Anna Negro, Ross Phillips, Anthony Raitman, Paul Staniscia and Loretta Wholley. The ACEL Victoria Debbie Locco Leadership was awarded to Deborah Harman. The ACEL Victoria Media Award went to Oliver Lovell. The Brian Caldwell Research Award went to Jane Wilkinson. The Hedley Beare Educator of the year to Coralee Pratt and the President's Award went to Murrundindi, Ngurungaeta of the Wurundjeri.

Victoria also continued to support the Monash Education Scholarships and Awards Ceremony 2024 and the Melbourne University Faculty of Education Student Awards 2024.

The Patron's Oration is held annually in honour of our Patron, Professor Brian Caldwell.

The 2023 Research Seminar topic was '*Artificial Intelligence: Its impact on classrooms, teachers and school leaders*'. Panel members: provided expert insight, supported by a range of research, about the challenges and options of AI in Education. This online event was very well attended and generated many questions. Congratulations to speakers Dr Amber McLeod, Monash University, Dr Lucinda McKnight, Deakin University, Dr Matthew Harrison, University of Melbourne and Professor Therese Keane, La Trobe University as well as to Prof. Jane Wilkinson for organising this quality event.

Another key event was the "*Closing the Gap in the Classroom: Empowering First Nations' Knowledges*" ably supported by a panel comprising Murrundindi (Elder), Prof Zane Diamond (Thinker, writer, researcher comparative, cross-cultural research methodologies), Jeanene Booth (Educator and researcher), Adam Brodie-McKenzie (Teacher educator) and Lynette George (Indigenous Educator Practitioner).

The 2023 National Conference was a fantastic opportunity to come together and consider matters of educational importance. Victorians recognised by ACEL national awards included ACEL New Voice Scholars 2023 Ian Finn, Dr Jennifer Sze, Dr Luke Mandouit and Tom Cain. The New Voice in Educational Leadership Research honoured Christopher Hudson, Dr Hugh Gundlach and Dr Tania Leach. National ACEL Leadership Awards from Victoria included the Victorian Space Science Education Centre (VSSEC) Education Team. The ACEL Nganakarrawa Award went to Dr Toni Meath and the ACEL National Media & Journalism Award was awarded to Annabel Astbury. The ACEL Gold Medal Award went to Professor Sandra Milligan and the ACEL Presidential Citation was awarded to Professor John Hattie. ACEL National Fellowship Awards were awarded to the following Victorians: Debbie Dunwoody and Stephen Gniel.

The Victorian Branch comprises Annette Rome (President), ably supported by Kara Baxter, Hayley Dureau, Charlotte Forwood, David Gurr, Fiona Hutton, Steven Kolber, Fiona Longmuir, Cameron Paterson, Ashley Pratt, Melissa Riley and Lauren Sayer. The group is also wonderfully supported by Anna-Maree Beech. As a branch, we are committed to advancing the profession through providing opportunities for leadership, professional learning, networking, enlightened discourse, and recognition and awards. We warmly invite interactions with all members of our profession from ELC through to, and including, university staff across all sectors - Catholic, Government and Independent. In a time when the voice of educators is often drowned out by others who claim deep knowledge in our space without little experience, professional association membership through ACEL enables responses underpinned by knowledge and active engagement. This is important as we work to guide those who will lead humanity in the future.



Annette Rome
VIC Branch
President

Annette C. Rome

WA Branch Report



Mathilda Joubert
WA Branch
President

Mathilda Joubert

A highlight of the year was our ACEL Breakfast with the WA Education Minister and Sector Leaders, discussing the challenges and opportunities for education in Western Australia in 2024. In WA we are grateful for the strong cross-sectoral support for ACEL from all four of these leaders: The Hon Dr Tony Buti MLA, Minister for Education; Aboriginal Affairs; Citizenship; and Multicultural Interests, Lisa Rodgers, Director General, Department of Education, Wayne Bull, Executive Director, Catholic Education Western Australia, and Chris Massey, Executive Director, Association of Independent Schools of WA.

Our Leading Innovation in Education Network series continued this year. The network creates opportunities to showcase and nurture local leadership talent, encourage authentic conversations, and celebrate co-learning and collegiality across sectors, phases and roles. Each term network members would meet in a different school to share case stories of managing change and discuss the joys and challenges of leading innovation in education. Presenters from the following organisations shared their innovation journeys this year: All Saints College; Association of Independent Schools of WA; Bob Hawke College; Challis Community Primary School; Clarkson Community High School; Corpus Christi College; Dayton Primary School; Harrisdale Primary School; Irene McCormack Catholic College; Perth College; Piara Waters Senior High School; Scotch College; Servite College; St Mary's Catholic Primary School Donnybrook; The Studio School; and Willetton Primary School.

We continued with our termly holiday Educational Leadership Book Club, which creates opportunities for leaders to engage with a diverse range of leadership theories, strategies, and perspectives that they might not encounter in their daily work, and discuss them with likeminded colleagues from different educational leadership contexts. Books discussed this year include "Virtuous Educational Leadership: Doing the Right Work the Right Way" by Viviane Robinson; "The Song of Significance: A New Manifesto for Teams" by Seth Godin and "The Leading Edge: Dream big, spark change and become the leader the world needs you to be" by Holly Ransom; and "Atomic Habits: An Easy & Proven Way to Build Good Habits & Break Bad Ones" by James Clear.

The WA branch hosted a Hot Topic on the Challenges and Opportunities of Leading in Regional Contexts with four leaders sharing their experiences: Brad Evans (Principal at Georgina Molloy Anglican School), Franca Dillon (Principal at Bunbury Primary School), Keith Nicholas (Principal at John Paul College in Kalgoorlie) and Vince Bellini (Principal at Our Lady of Mercy College in Australind). The branch also hosted an innovative workshop with James Nottingham from the UK on The Learning Pit: Improving Students' Attitudes Towards Challenge, where James led a workshop in the morning, followed by him leading two demonstration lessons, one in a primary classroom and one in a secondary classroom in the afternoon, demonstrating how to put the techniques discussed in the workshop into practice by guiding students (that he had never met!) through the Learning Pit methodology.

Our Branch Awards Night in November was another highlight where the WA Minister for Education and Training presented awards to 19 inspiring, emergent, and established leaders across the state, culminating in recognising Jacqueline McGowan-Jones, Commissioner for Children and Young People in WA, as the ACEL WA Pre-eminent Educational Leader for 2023. The WA Branch also partnered with National Office to host a workshop by Dr Selena Fisk on Leading Data-Informed Change, where Selena shared some of her non-negotiables around data, including the importance of being student-centred and data informed, not data driven.

I want to thank the WA Executive Branch members for their hard work and dedication throughout the year to serve the wider educational leadership community in WA: Vince Bellini, Dr Ray Boyd, Carol Daniels, Tamara Doig, Dr Daniel Groenewald, Eleanor Hughes, Rachael Lehr, Krystal McKnight, Kathryn Netherwood, Gary Racey, and Maree Whiteley.

Finally, as I prepare to move to Victoria in 2025, I want to thank the ACEL WA membership for the opportunity to serve on the executive since 2018 and as Branch President since 2022. I still remember when I attended my first ACEL event. I couldn't believe there were so many people "speaking my language", equally passionate about student learning, teacher learning and building significant, purpose-driven school cultures. I felt I had found my tribe. I love the egalitarian nature of ACEL where hierarchies and differences disappear in a joint celebration of the sophistication, hope and significance of the teaching profession. I will miss the WA branch but look forward to reconnecting at national events.

Finance Reports

Profit and Loss Statement

For the year ended 30th June 2024

Income	2024	2023
Branch Income	\$103,081	\$55,650
Membership and Business Development	\$570,030	\$609,745
Professional Learning	\$487,568	\$521,849
Bookshop and Resources	\$132,133	\$161,488
Conferences and Special Events	\$942,073	\$924,125
Interest Received	\$25,989	\$13,645
Other Income	\$31,326	\$9,000
Total Income	\$2,292,200	\$2,295,502
Cost of Sales		
Branch Expense	\$108,042	\$94,609
Membership and Business Development	\$178,705	\$171,467
Professional Learning	\$278,298	\$189,783
Bookshop and Resources	\$95,387	\$114,314
Conferences and Special Events	\$690,217	\$644,391
Total Cost of Sales	\$1,350,649	\$1,214,564
Gross Profit	\$941,551	\$1,080,938
Expenses		
Administration	\$280,060	\$274,464
Salaries and Wages	\$884,704	\$877,156
Superannuation	\$96,542	\$91,823
Total Expenses	\$1,261,306	\$1,243,443
Net Profit	-\$319,755	-\$162,505
Retained Profit at the Beginning of the Financial Year	\$2,245,186	\$2,407,691
Retained Profit at the End of the Financial Year	\$1,925,431	\$2,245,186

Balance Sheet

As at 30th June 2024

Assets	2024	2023
Current Assets		
Cash	\$778,027	\$1,342,218
Receivables	\$61,092	\$135,951
Prepayments	\$259,914	\$162,059
Non-current assets classified as held for sale	\$1,589,742	
Total Current Assets	\$2,688,775	\$1,640,228
Non Current Assets		
Property Plant and Equipment	\$11,111	\$1,644,889
Total Non Current Assets	\$11,111	\$1,644,889
Total Assets	\$2,699,886	\$3,285,117
Liabilities		
Current Liabilities		
Accounts Payable and Other Payables	\$182,430	\$176,697
Provision for Employee Benefits	\$77,302	\$73,906
Contract Liabilities	\$503,487	\$778,013
Total Current Liabilities	\$763,219	\$1,028,616
Non Current Liabilities		
Employee Provisions	\$11,236	\$11,315
Total Non Current Liabilities	\$11,236	\$11,315
Total Liabilities	\$774,455	\$1,039,931
Net Assets	\$1,925,431	\$2,245,186
Equity		
Retained Surplus	\$1,925,431	\$2,245,186
Total Equity	\$1,925,431	\$2,245,186

The Financial Report for FY 2023-2024, including the Auditor's report is presented to the AGM as a separate document

50 YEARS of INSPIRATION and SERVICE : CELEBRATING ACEL



★ agility ★ RESILIENCE
★ RISK-TAKING
★ QUALITY in EDUCATION LEADERSHIP
★ "It's in our DNA"

VIRTUOUS EDUCATIONAL LEADERSHIP:

Doing the right things the right way

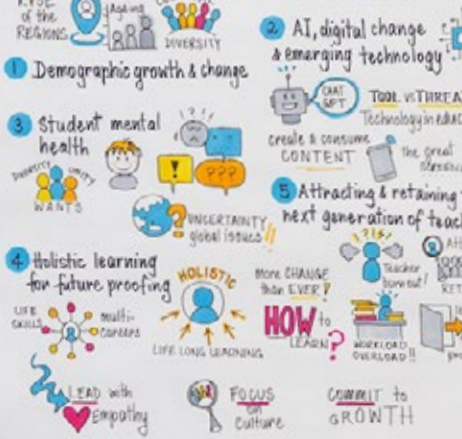


Panel



CELEBRATING LEARNING LEADING ACEL NATIONAL

DISRUPTIVE FACTORS SHAPING the FUTURE of EDUCATION



The AUSTRALIAN COUNCIL for EDUCATIONAL LEADERS (ACEL)

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The Australian Council for Educational Leaders (ACEL) is a not-for-profit company that actively supports the development of educational leadership capabilities across Australia through conferences and workshops, leadership programs, in-house publications, online resources, and a bookshop. Access to these leadership-focused opportunities is available for classroom teachers through to system leaders.

ACEL is the largest professional association in the education sector in Australia and the wider Asia-Pacific region.

Our Purpose:
To inspire, support, recognise and advocate for excellence in educational leadership.

50 YEARS: FROM THE PAST, FOR THE FUTURE CONFERENCE 2023

Panel The current world & your workplace

We need to **EXPECT** our work-forces to be **DIVERSE**
EXPECT & PLAN for it

Day/night light - distractions
Bed is for sleeping

balance
work load - what we ♥

Be kind to yourself
♥ Get sleep
♥ Do what you enjoy
♥ Pace yourself

workplaces DREAMS

4 day week
inclusive work places
sleep days

DYNAMIC LEARNING: the ART & IMPACT of EFFECTIVE COMMUNICATION

COMMUNICATE connect
To: **SHARE** our stories
FIND our VOICES

Be CURIOUS!
Be PRESENT
Jump in without FEAR

VALUE OF TEACHERS
STORYTELLERS
MASTERS OF CONNECTION

Technological revolution VS TEACHERS - who are sense makers

LEADING for TEACHER RETENTION

change in teacher SATISFACTION
ability to manage WORKLOAD
UNREALISTIC!

OPPORTUNITIES
Belonging
manage workloads
motivation & purpose
read support

FROM a LONE WOLF to a CURIOUS KANGAROO

modernising the teaching profession
Australia **standing out**
CHALLENGE Reading literacy
higher than economic society
re-engage: LEARN from others
INTERNATIONAL LESSONS
ARE there BETTER WAYS?

The AUSSIE WAY
Total # instruction hours
Public & private funding

STRONG BEGINNINGS: Strengthening Initial Teacher Education Programs

Strengthen ITE programs to **deliver**
classroom ready graduates

Strengthen **link** between performance & funding

improve **quality** of practice
experience

Integrate **past** & **present** ITE for mid career

INDIGENOUS EDUCATION in AUSTRALIA: Learning & teaching for deadly futures

FAST FORWARD The PAST is within the PRESENT & the FUTURE

POLICY REFORM Early childhood schools university

IDENTITY & EXCELLENCE Indigenous Education

STRENGTHS based approach
Person is NOT the PROBLEM
Things can change

REFRESH Progress on targets to **LIMITED**

Big Blob STEM pods!
Gaining stories about **PRO** LCPA 2023

Panel TEACHING WORKFORCE

SHIFT VS **DISRUPTION**

As I being Valued, Supported
INVEST in LEADERSHIP

Integrity & quality of teaching
Keep standards HIGH
BUT be flexible

Disrupt/reads communication:
• staff first
• involve
• leadership succession

WELL BEING in SCHOOLS
telehealth
T-hy-in-Fly out

PAID to do
PRAD

FROM PRIVATE PROFILES to PLAY SCHOOLS

on a JOURNEY of EVOLUTION of EDUCATION

"Teachers should NOT be on social media"

Bring the Fun!
ENJOY it

with CHANGING TIMES
to SHARE the world of EDUCATION

EDUCATION since the JOYS of TEACHING
Social Media
positivity INSPIRATION
hope

we need to CARE about the future

A CALL to ACTION

multiple voices
CHANGE
LISTEN CONNECTION

BELONGING UNITED
collaboration COMMUNITY
inclusion RELATIONSHIPS

CELEBRATE individual CHOICES

TEACHERS as ECOSYSTEM ENGINEERS

Trust is a feeling

TALK
TEACHING the CULTURE
SEE the BIG picture
INTENTION

BRISBANE, 27-29 SEPTEMBER 2023



ANNUAL REPORT 2023-2024

The ACEL brand communicates our complete commitment to providing quality educational leadership services.

The ACEL logo is an adaptation of the Commonwealth Council for Educational Administration and Management logo that was created by William Walker with the establishment of this Council in 1970.

Australian Council for Educational Leaders

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