



Australian Council for Educational Leaders Ltd

Annual Report 2010





The ACEL brand communicates our complete commitment to providing quality educational leadership services. The brand embodies our Objects and values and also communicates to educational leaders, interested colleagues, jurisdictions and sponsors our sustainability and connectedness with the British Commonwealth. The ACEL logo is an adaption of the Commonwealth Council for Educational Administration and Management logo that was created by William Walker with the establishment of this Council in 1970.

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VISION

To be recognised globally as an Asian-Pacific focal point for educational leadership - a forward thinking, relevant and responsive agent of change and innovation. A professional organisation that is highly respected by its peers and valued by its members; where educators at all stages of their careers are nurtured and inspired to improve the practice of educational leadership for the common good of teaching and learning.

MISSION STATEMENT

To expand professional learning opportunities and publications, using contemporary technologies to facilitate the delivery of more flexible, improved services and products; thereby, streamlining ACEL's leadership to benefit members, improve stakeholder satisfaction, and grow the company.

COUNCIL OBJECTS

ACEL was established to encourage discourse and research that advances educational leadership and the growth of successful educational leaders at all stages of their career. To achieve this Object, ACEL may do all such things as it considers necessary, incidental or conducive to the Objects including, without limitation:

- build the leadership knowledge, skills, understanding and capability of current and future educational leaders
- create strong, significant learning communities of educational leaders
- represent educational leaders
- participate in educational leadership policy development and dissemination
- pursue research and development that supports educational leadership at all levels
- take any gift of money or property, whether subject to any special trust or not, for the Objects, including research, and deal with any such gifts through a gift fund in such manner as is required and allowed by law.

PRESIDENT'S REPORT



Given that our AGM occurs at the annual conference it is pleasing to reflect that the last one was held during a very successful event. The speakers engaged us and caused us to reflect on our practice, the ability to borrow a person from the Living Library proved to be very successful and the closing session by our incoming patron with his "Dear Julia" letter was a real challenge to us all.

In accepting part of the challenge that Frank Crowther put to us, ACEL has responded to the Teaching Standards Framework and to the Senate Inquiry into the use of NAPLAN data. I would like to thank the members who contributed to those responses.

The board has continued the work of melding separate State and Territory organisations into the required national organisation. We have made considerable progress but as with the implementation of all organisational change, progress has not been all smooth sailing. As an organisation we are mindful that our success depends upon the smooth integration of services to members from both the national level and the executives of the branches in each state and territory. I would therefore like to recognise all of those persons who give up their valuable time to serve on the executives of each branch, serving the needs of our dispersed membership.

Our board members freely give up their time and travel to our executive meetings. We value the opportunity to meet in a different location each time and really look forward to interacting with the local membership on each occasion. I would like to thank all executive members for their commitment to the required tasks and for the way in which they interact at each meeting. The conversations are invigorating but the atmosphere in which they occur is always professional, challenging, amiable and focussed. We continue to actively pursue the targets within the business plan.

Our work is made much easier by the support and leadership shown by our CEO, Jenny Lewis. We acknowledge her commitment to ACEL and the way that she is ably supported by our staff at the Head Office in Penrith.

The ACEL Leadership Framework continues to focus and drive our activities. Sales are robust and the database being developed from the information provided by those who participate in the self assessment is providing valuable data about professional development needs across systems and across the country. The Leadership Academy is providing a range of courses for jurisdictions across Australia and the inquiries keep arriving. I would like to acknowledge the staff who form the core of our Academy responding to requests for course delivery, frequently at short notice. The way in which the work is undertaken and the quality of the delivery of the courses enhances ACEL's reputation. Thank you for what you do in supporting our work.

Our first group of participants have completed the winter school in London during July. We expect this to become an annual event. Feedback from those who attended has been very positive. It was a pity that we cancelled our first summer school in January 2010 as a few days later we had more than the required number.

Our travelling scholar program over the past twelve months has been well supported. However, it is time to look at this model for the delivery of professional learning. Our Leadership Framework and the ongoing research into professional learning indicates that site based integrated and focused group learning is much more effective. As such we need to review the program. This will occur in the immediate future.

At the June meeting of the Council of the International Confederation of Principals – held in Fife, Scotland – the ACEL application for associate membership was accepted. We look forward to working with the confederation on a number of joint ventures. Their 2013 conference will be held in Cairns.

Next year we will have a change of focus in the conference theme and will be integrating what we do with leaders from the business community. More information will shortly be forthcoming. Our 2011 ACEL conference will be held in Adelaide and all of the South Australian's here look forward to hosting you in true SA fashion. Why not plan to stay a while and visit our great tourist locations and sample what is arguably the best wine in Australia.

It is a pleasure to host our international friends from across the Commonwealth as part of our involvement with CCEAM. We appreciate the opportunity to engage in meaningful conversations and to harvest the ideas that permeate education across the diverse communities of the Commonwealth. We all appreciate the positive effects of education in building vibrant communities.

I am writing this during the July school holidays and before the Federal election has been called. Irrespective of the outcome of that event we still need to actively pursue and promote to all political parties the enormous importance of robust education systems for the future of people and our great country.

I have been honoured to serve as the President of this great organisation and I look forward to the effective leadership that will be provided by our incoming President Jim Watterson.

A handwritten signature in black ink, which appears to read "Neville Highett". The signature is fluid and cursive, with a large loop at the end.

Neville Highett

PhD, MEd, BEd, Grad Dip Ed Admin, DipT (Prim), DipT (Sec). FACEL

CEO'S REPORT



Dear members and colleagues

ACEL continues to create new learning and research opportunities for members and colleagues. Our continued focus on leadership and learning, strategic partnerships, the building of sustainable communities and an evidenced-based voice for more than 6500 members and

their colleagues has ensured the continued growth and sustainability of our vibrant organisation.

At 30 June 2010 key results included:

Leadership and Learning

The Board decision to commit significant resources to the development of the *ACEL Leadership Capability Framework*®, the *ACEL Leadership Capability Learning Maps*® and the ACEL Leadership Academy portal has been rewarded in terms of financial, network and membership growth. Over 750 members and colleagues have completed the online diagnostic tool and sourced hundreds of resources on the portal that are now organised against the 11 capabilities and 33 elements.

At the end of its first year, Academy faculty members and ACEL staff have delivered programs and services in the Northern Territory, Queensland, Tasmania, New South Wales and Singapore. These programs include the Emerging Leaders Program, the Executive Development Program and the Nganakarrawa Program for Experienced Senior Leaders. Microsoft Global have also recently endorsed the *ACEL Leadership Capability Framework*® as the leadership footprint for its Global Innovative Schools Program. Our investment in the Academy and the online learning portal has been recovered and we are now making a profit on the tools and programs provided.

ACEL Branches have welcomed over 1400 participants to hear our Travelling Scholars Andy Hargreaves, Douglas Reeves, Jan Robertson and Mel Levine. 950 delegates attended the 2009 Darwin 'Tipping Points' national conference and feedback continues to point to this being the annual learning experience for classroom to system educational leaders. These activities delivered a 17 percent surplus to invest in new Academy programs.

A commitment to seeking out valued research and resources for members has also provided a surplus of \$126,726.00, an improvement on 2008 – 2009 figures.

This surplus will enable ACEL to invest in the next generation of Academy tools and resources for our members. Of particular focus will be an investment in online resources and programs for our rural and remote members and colleagues.

Advocacy

A number of ACEL members have contributed to the ACEL responses for the MCEECDYA Draft National Professional Standards for Teachers and the Senate Inquiry into the Administration and Reporting of NAPLAN Testing. ACEL is also the secretariat for the Australian Curriculum Coalition and the International Congress for School Effectiveness and Improvement.

ACEL Board Members and Branch Executive Members have also participated on a number of state and national committees informing policy and program development for state and national education jurisdictions and professional associations.

Towards the latter half of 2009 ACEL and the Australian College of Educators (ACE) held several meetings to discuss the potential to merge the two organisations. It was noted in discussion that ACEL and ACE are quite different organisations, and while, together, they could provide a stronger, more representative body for the profession, a merger would require major changes to both organisations. It was noted that the timing could not be more relevant in regard to representing the profession, but nevertheless, it was recognised by both organisations that the risks to their respective objectives needed evaluation against the benefits of merging at this time.

On balance, both ACEL and ACE decided that the current strategic directions of the organisations are sufficiently different, and that the risks in merging outweighed the benefits. Accordingly it was agreed to recommend to the Boards of ACEL and ACE that a merger not proceed. This recommendation was accepted by both Boards.

ACEL has also continued to maximize the potential of our nationally and internationally recognised awards program. Titled *Destinations and Journeys*, our Branch and National Awards Programs have expanded to include the celebration of those that have accrued a body of work and service in their professional life that is deserving of public recognition – *Destination*, and those that are actively implementing a current innovation that is influencing the lives of students, parents and peers – *Journey*. Recognition of *Journey* includes the acknowledgement of ACEL long-term membership.

Communities of Practice

ACEL's highly regarded reputation makes it an ideal and attractive partner both locally and internationally. It is sought-after by other organisations seeking to value-add and optimise their products, events and activities. Through the benefits of collaboration, these partnerships create significant efficiencies and generate opportunities for the greater good of education including the sustainability of effective educational leadership in the 21st Century. New partnerships have been forged with the Commonwealth Secretariat whose mission is to "strengthen civil society organisations across the Commonwealth as they promote democracy, advance sustainable development and foster inter-cultural understanding."

ACEL is assisting the Commonwealth Secretariat and Commonwealth Council for Educational Administration and Management (CCEAM) in the development of a school leadership strategy. This has come about as a result of the communiqué developed at the 17th Commonwealth Conference of Education Ministers (CCEM) in 2009 in Kuala Lumpur. This communiqué requested a number of actions including: Continuing work on the identification and training of school leaders, based on their demonstrated leadership abilities. The completion of this work will be tabled at the next CCEM meeting in the Bahamas in 2012.

ACEL has also accepted more responsibility as the largest affiliate within CCEAM, and has commenced program partnerships with the Educational Management Association of South Africa, the Namibian Educational Management and Administration Society and the New Zealand Education Administration Leadership Society, all affiliates of CCEAM.

ACEL Board Member Graham Chadwick has been appointed to lead a Commonwealth Foundation program in which Namibian, Papua New Guinea and Australian principals are collaborating on a project around school improvement. This project in particular is supporting principals of schools where there are student managed families i.e. where children look after families where both parents have died from HIV related diseases. ACEL has also built the CCEAM website and will host the 2010 CCEAM conference in Sydney.

ACEL also provides the Secretariat for the International Congress for School Effectiveness and Improvement which connects researchers and practitioners from 75 countries.

Partnerships have also been forged with the London Institute of Education and the University of Auckland to build leadership programs for our members and their colleagues. Discussions are also near completion for short and long term courses to be completed in partnership with the University of Technology in Sydney and their learning partner, the Hong Kong Institute of Education.

ACEL continues to partner with the Association of Heads of Independent Schools of Australia, the Association for Supervision and Curriculum Development, and Lutheran Education Australia in a number of membership orientated programs.

Business Development

ACEL continues to be attractive to educational leaders at all points in their career with overall membership numbers again increasing at a healthy rate around Australia during 2009-2010. Total membership rose by 12.03 per cent to exceed end of year targets of 6500, while the retention rate remained very strong at 85.3 per cent. Delays in members renewing whilst waiting to see if the ACE merger would progress have been rectified and renewals increased rapidly in the second half of the financial year. ACEL welcomed 708 new members for the fiscal year 2009-2010.

ACEL continues to maintain a strong financial position with company profits continuing to improve. More financial information is available in the financial report available on our website at www.ancel.org.au

The ACEL staff moved into a larger office space in April to accommodate general business expansion including the ever-growing bookroom. Much of this growth has been generated through the ACEL Leadership Academy and is due to the extraordinary work of the Board, Branches and ACEL staff.

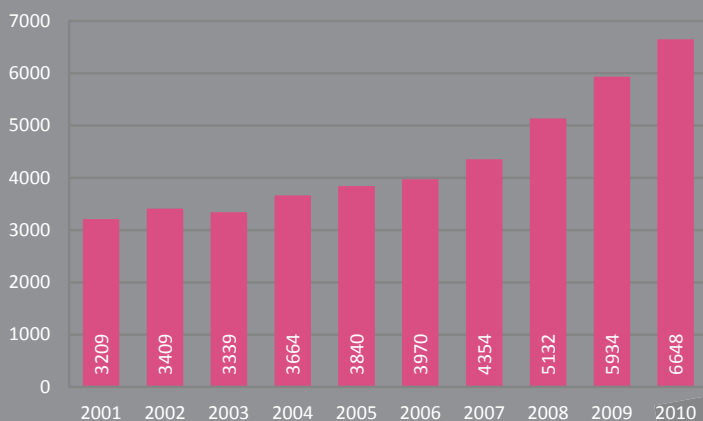
ACEL continues to be the 21st Century learning organisation that members and colleagues at all stages of their career are proud to be a part of. We actively represent our members at all forums, and will continue to lobby for, and create evidence-based learning opportunities that serve current professional needs and explore the boundaries of new and next.

I look forward to continuing to serve you and your colleagues and I look forward to seeing you at an ACEL event in the near future.

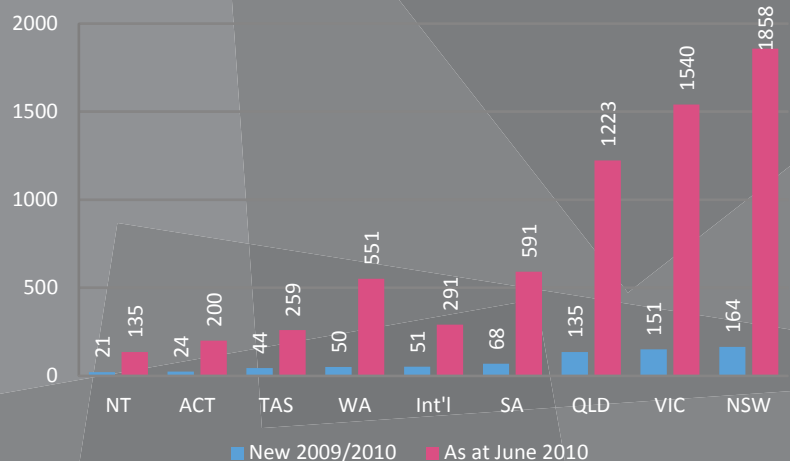


Jenny Lewis M.Ed B.Ed Dip.Ed FACEL FACE AFAIM AFSAE
Chief Executive Officer
Australian Council for Educational Leaders

MEMBERSHIP GROWTH 2001 - 2010



NEW MEMBERS 2009/2010



HIGHLIGHTS

LEARNING FOR LEADERSHIP

- In July 2009, **Norm Hunter** presented a one-day practical workshop to sharpen leadership and management skills in Dalby, QLD.



- A successful national Travelling Scholar program with **Professor Andy Hargreaves** presenting on the "The Fourth Way" - The inspiring future of educational change. Professor Hargreaves presented in each capital city throughout September 2009.

- Dr Mel Levine** presented up to date information on a range of critical brain functions that influence children's learning, productivity, and social interactions during the school years. These workshops were held in Sydney and Melbourne in November 2009.



- Jamie Ford** presented on Resilient Leadership in Sydney, March 2010.

Tipping Points Courageous Actions Powerful Stories

- ACEL's internationally reputed annual conference attracted over 950 leading learners to Darwin in September 2009.

"I attended the ACEL conference for the first time and it was amazing. I haven't stopped talking about what I learnt at the conference and it is a month later..."

"I just wanted to congratulate the ACEL Staff on another fantastic conference..."

"The learning and networking event of the year..."

"What an inspiring three days..."



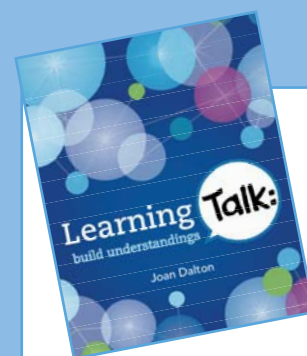
- Associate Professor Martin Jarvis conducted his final performance with the Darwin Symphony Orchestra at the conference dinner.

- The ACEL Living Library was launched at the conference allowing delegates to borrow a "Living Book".



- A successful national Travelling Scholar program with **Dr Douglas Reeves** who presented on leadership matters, vision and the H.O.P.E. matrix: Hope, Optimism, Purpose, and Empathy. Dr Reeves visited each capital city throughout March 2010.
- In May 2010, ACEL NSW State conference attracted educational leaders from across NSW for an inspiring and challenging 2 days in Penrith, NSW.

- Dr Jan Roberston** presented a successful national Travelling Scholar program. Participants had the opportunity to reflect on their own professional practice, and were equally challenged by the expertise in the group to take new thoughts of leadership and learning practice back to their own education communities. As well as presenting at the NSW Conference in Penrith, Dr Robertson visited a number of capital cities in May 2010.



- For the first time in ACEL history, ACEL advertised e-Books for purchase.
- In May 2010, **Helen Wildy** presented on the use of data and how to use data in professional conversations to improve teaching in Perth.
- Felicity Mandile** presented a workshop for Aspiring Leaders and Mentors in Mt Gambier, SA in June 2010.



- Inspire Program.** This Program was launched in Sydney, June 2010. Participants were introduced to world-class leadership models and frameworks. These were linked to the ACEL Leadership Capability Framework and provided practical examples for schools.

ADVOCACY

- ACEL Branches award new Associate Fellowships. This award recognises our extraordinary members who have supported ACEL (and ACEA) over many years, and have provided outstanding service to students and colleagues.

- ACEL QLD members attended the *QLD Branch Presidents Reception and Awards Presentation Evening*. **Julie Grantham** presented the Miller Grassie Address in Brisbane, August 2009.

- *ACEL NSW Fellows Dinner* held at The Epping Club, with guest speaker Professor **Michael Gaffney** in October, 2009.

- ACEL ACT held their *Annual Awards Dinner* with a special presentation from **Dr Jim Watterston** in Belconnan, November 2009.

- In November 2009, ACEL Tasmania hosted their end of year function with guest speaker **Professor Neil Cranston** in Hobart.



- ACEL ACT hosts *Currie Lecture and Dinner* in the Great Hall at ANU with guest speaker **Dr Peter Hill** in March 2010.

- In March 2010, ACEL's members submitted a response for the MCEECDYA Draft National Professional Standards for Teachers.
- In June 2010, ACEL responded to the Senate Inquiry into the Administration and Reporting of NAPLAN Testing.

- 85 guests attended the *SA Branch Awards Evening* in Adelaide, May 2010. The Alby Jones Award for Outstanding Leadership in Education was awarded to **Mr Allan Dooley** - Former Director, Catholic Education, SA.

- In May 2010, ACEL NSW held their *Breakfast with the Minister* and welcomed **Minister Sharon Bird MP** to the University of Wollongong.

- ACEL ACT host a successful *Breakfast with Minister* with guest **Andrew Barr MP** at the National Portrait Gallery in May 2010.

BUSINESS DEVELOPMENT

- Membership increased by 12.03% over the last financial year.

- ACEL launches new leadership website www.acleadership.org.au

- ACEL welcomes Rochelle, Jane, Johnathon and Stacey to the ACEL team.
- ACCOR, Hewlett Packard and Microsoft are ACEL sponsors.

- ACEL announces President Elect, **Dr Jim Watterston**.



COMMUNITIES OF PRACTICE

- In June 2010, ACEL application for associate membership of the Council of the International Confederation of Principals was accepted in Fife, Scotland.

- ACEL provides the Secretariat for the **International Congress for School Effectiveness and Improvement** and the **Australian Curriculum Coalition** and has been assisting the Commonwealth Secretariat and **Commonwealth Council for Educational Administration and Management (CCEAM)**.

- As the largest affiliate of CCEAM, ACEL has commenced partnerships with the Educational Management Association of South Africa, the Namibian Educational Management and Administration Society and the New Zealand Education Administration Leadership Society .

- Partnerships have also been forged with the London Institute of Education and the University of Auckland and programs have continued with the Association of Heads of Independent Schools of Australia; the Association for Supervision and Curriculum Development; Lutheran Education, Australia; the University of Southern Queensland, Leadership Research Institute; the University Council for Educational Administration; **Microsoft Global**; Mind Resources; TakingITGlobal; growth coaching international; **Dare to Lead**; Creativity Australia and the Hume Region of the Department of Education and Early Childhood Development.

ACEL MEMBERSHIP



Being a member of ACEL is the most significant career based decision an educational leader can make. With membership, comes the potential to improve knowledge, skills, understandings and capabilities. Membership of ACEL provides leaders with contemporary relevance and future oriented influence. ACEL is an agile and vibrant professional organisation.

HIGHLIGHTS



ACEL LEADERSHIP ACADEMY

After more than two years of rigorous research, collaboration and consultation with some of the best minds in the world, ACEL was proud to launch the ACEL Leadership Academy.

The Academy's development is a strategic and exciting innovation that will assist ACEL to align its prime goals and distribute its effort to maximise membership benefits. By delivering a new layer of integrated activity, the Academy will raise the calibre of leadership in education; lifting quality and raising capability to match global standards of excellence.

The Academy provides a framework, a place both physical and virtual, through which many of ACEL's current and future professional learning experiences will align. It is a place of significant and relevant learning, where those who are interested in professional growth and quality educational leadership programs have access to a range of specifically designed online resources, professional readings and professional learning activities that support their learning needs.

The Academy's work is underpinned by the ACEL Leadership Capability Framework©

The ACEL Leadership Capability Framework© is a set of capabilities for the complex and exciting entity – educational leadership. The Framework is a learning resource and a learning tool to be used by individuals, teams, schools and systems to:

- Drive leadership strategies including leadership development;
- Drive leadership development programs;
- Provide leadership skills, attributes, knowledge, understandings and capacity for undertaking whole-school and system-wide improvement processes;
- Address the organisation's overall picture of leadership in its context, including succession planning;
- Assess, identify and develop leadership capabilities;
- Determine individual readiness to be involved in formal leadership development programs; and
- Collaboratively design personalised learning programs for individuals, teams and for organisation/community-wide projects.

It focuses on the relationship between leadership and student learning outcomes.

For more information visit <http://www.acelleadership.org.au/>



A highlight of our Annual Conference is the National Awards Ceremony. At this ceremony, ACEL honours educational leaders who have made a significant contribution to the improvement of students and organisational outcomes.

THE ACEL GOLD MEDAL

This is the most prestigious award presented annually by the Council to an educator whose contribution to the study and practice of educational administration and leadership is assessed as most outstanding, nationally.

THE ACEL NGANAKARRAWA AWARD

This award is presented annually to those whose general excellence in educational administration and whose learning, experience and contribution to the Council have earned lasting respect and gratitude. With its origins in the Ndjebbana language of Central Arnhemland in the Northern Territory of Australia, the term Nganakarrawa (pronounced nana-ga-raa-wa) refers to "those who move about, all seeing, all knowing, knowledgeable and well regarded".

THE ACEL PRESIDENTIAL CITATION

This award is presented annually to an ACEL member who has, because of particular endeavours, made an outstanding contribution in furthering the Objects of the Council.

THE HEDLEY BEARE AWARD FOR EDUCATIONAL WRITING

This award is presented annually for an outstanding piece of educational writing (which may take various forms) that has provided new and significant knowledge about educational leadership.

ACEL FELLOWSHIPS

An ACEL Fellowship is a special category of membership awarded annually to members of at least five years standing (or if retired, must have been a member at the time of retirement) who have made an outstanding contribution over a period of time to the improvement of student and organisational outcomes.

HONORARY FELLOWSHIP

ACEL Honorary Fellowships are awarded annually to those persons who are not members of ACEL but who are acknowledged as outstanding leaders in the practice and/or theory of educational leadership.

THE OUTSTANDING TEACHER LEADERSHIP AWARD

This award is given annually to teachers who have demonstrated outstanding practice in the classroom and as a result have made a difference to colleagues and the lives of students in their care. The recipients are not required to be an ACEL member but must have made a significant contribution that is consistent with the Objects of the Council.

GOLD MEDAL

Emeritus Professor Alan Reid



For his national and international standing as a scholar and educational policy maker with a deep sense of commitment to public education and social justice.

THE NGANAKARRAWA AWARD

Professor Neil Cranston



For more than three decades worth of loyalty to the education profession where his personal pursuit to delve into the

theories and practice of leadership and management have meant his commitment to aspiring principals, middle-level school leaders, teacher leaders and senior management teams have enabled him to specialise in organisational culture, change and its impact on leaders, ethical dilemmas for leaders, school and organisational reform, leading in ethno-culturally diverse schools and leading for learning.

PRESIDENTIAL CITATION

Dr Stephen P Brown



For his contribution spanning more than two decades to the study and practice of educational leadership pre-

dominantly within Queensland and Victoria.

“As an organisation we are mindful that our success depends upon the smooth integration of services to members...”

Neville Highett, 2010

Professor Alma Harris

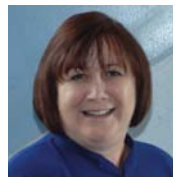


For her extended experience across all aspects of the educational sphere from secondary school teacher to business development officer for

the Welsh Development Agency to director of her own company through to PhD student to Director of the Institute of Education at the University of Warwick and most recently as Pro-Director (Leadership) at the Institute of Education, London and Director of London Centre for Leadership in Learning.

HEDLEY BEARE AWARD FOR EDUCATIONAL WRITING

Christine Cawsey



For her superior skills and knowledge in enabling outstanding academic and social outcomes for all students achieved

through a clear vision, astute intellect, applicable ability, motivation, passion and a commitment to participate in critical reflection. For her creativity in writing high quality presentations on a range of academic and educational topics for delivery to all levels of the teaching profession and their professional associations.

FELLOWS

Dr Gerard Calnin



For his extensive contribution to educational leadership policy and practice drawn from over 25 years of working in

schools and within tertiary sectors as a leader, mentor, teacher, consultant and researcher.

David Cannon



For his commitment to the Australian private school sector gained from more than 30 years service in Queensland, Victoria and the Northern Territory.

Henry Gray

For his long service as an educator with experience in both Western Australia and the Northern



Territory, including over 30 years of distinguished leadership of government primary and area schools in the Northern Territory in urban, remote and Indigenous communities.

Brenda Keenan



For her extensive leadership and training of school leaders, in-service education programs and the leadership of educational change within Catholic education and beyond.

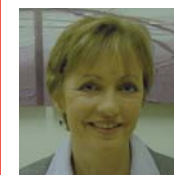
Gabrielle Leigh

For her commitment to creating dynamic and innovative learning cultures both within schools

and the wider school community by exploring new forms of ownership and structures with a philosophy of sharing and collaboration between educational providers.



Dr Maureen O'Rourke



For her commitment to educational organisations, higher education, pre-school, primary, secondary and specialist schools

throughout Australia, the United States of America and the greater Asia-Pacific region.

Marian Parkinson



For her broad knowledge and experience in the practice of school leadership gained from roles including deputy

principal, co-ordinator, project officer, curriculum adviser, district co-ordinator, consultant and guest lecturer at local, district, state-wide and national levels across education sectors spanning more than thirty years of service.

Emeritus Professor Alan Reid

For his national and international standing as a scholar and educational policy maker with a deep sense of commitment to public education and social justice.



Dr Heather York Schnagl

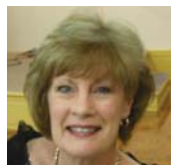


For her years as a research scientist in both academia and industry, together with teaching in the tertiary education sector.

For her commitment to preparing and developing young people for their role as future leaders, entrepreneurs and parents then encouraging them to build on their broad range of thinking and learning skills and strategies.

Marie Therese Smith

For her professional experience encompassing forty years in Catholic education, including fourteen years in leadership positions as co-ordinator, assistant principal and principal across various Dioceses and nineteen years as a Regional Consultant in the Archdiocese of Sydney.



Jennifer Stanley



For her extensive experience as a leader in early childhood care and education with proven experience in working with

children, families and the public across local centres, state government offices, local council, corporate organisations, communities and tertiary institutions.

Arthur Townsend

For his sustained career in education spanning policy development and implementation, strategic human resource management and service delivery in employment and education at the federal and state government levels.



Dr Jim Watterston

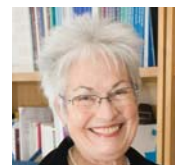


For his dedication to providing the brightest future for all young Australians by improving student performance

through effectively delivered, life-long learning centred programs that centre on constructive community partnerships.

Dr Helen Wildy

For her esteemed career in education spanning the roles of mathematics teacher in government and independent schools in Western Australia and Victoria to Professor and currently Dean of Education at the University of Western Australia.



HONORARY FELLOWS

Wayne Craig



For his visionary leadership where he is recognised both nationally and internationally for providing a teaching and learning

environment conducive to innovation and high quality programs for students in the post-compulsory years. Underpinning Wayne's work is a commitment to high quality state education.

Steve Marshall

For his outstanding leadership and commitment to education through his work as Director, Dept.

for Children, Education, Lifelong Learning and Skills with the Welsh Assembly Government; Chief Executive, Department of Education and Children's Services in South Australia; Regional Director, Department of Education and Early Childhood Development in Victoria; Primary Principal and most recently Deputy Minister of Education, Ontario.



Mrs Didamain Uibo



For her experience as a teacher aide, assistant teacher, Aboriginal cultural advisor, teacher, Principal and most recently Project

Officer, Indigenous Capacity Building, Northern Territory Department of Education and Training where her commitment to the welfare of students has always remained paramount and central to her practice and research.

THE OUTSTANDING TEACHER LEADERSHIP AWARD

Christine O'Hare



For her dedication as a full time support teacher in Indigenous Studies where she has demonstrated outstanding leadership in the development of a comprehensive strategy

to improve the performance and status of Indigenous students and their families through a targeted approach to improving attendance, literacy, numeracy, leadership, social skills, wellbeing and community participation.

Matthew Arie Westland

For his deeply compassionate and tolerant approach to teaching across a range of classroom disciplines, a skill that is heightened by his dedication to raising the educational standards of disadvantaged and under-represented students.



ACEL FELLOWS 1981 - 2009

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 Mille	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
	Keith Ernest Tronc	QLD
	Denise Florence Wilkowski	NT
1994	Mary Grace Armstrong	NSW
	Maureen Bridget Boyle	ACT
	Ronald James Kirkma	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
	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)

ACEL FELLOWS 1981 - 2009

1997	Peter Gronn	VIC	Elizabeth Constable	WA (Hon)
	Marian Lewis	PNG	Audrey Jackson	WA
	Neil Keith Money	QLD	Millicent Poole	WA (Hon)
	Michael Norman	VIC	Therese Mary Temby	WA (Hon)
	Reginald Pollack	NSW	2005 Lee Callum	QLD
	Colin Stanley Trestrail	WA	Timothy Frances Hawkes	NSW
	Raymond William McCulloch	VIC (Hon)	Jillian Morgan	TAS
1998	Richard Jeremy Bates	VIC	Jennifer Mary Nicol	WA
	Narottam Bhindi	NSW	Ingrid Moses	NSW(Hon)
	Michael William Bradley	NT	Alan David Robson	WA(Hon)
	Syliva Jane Walton	VIC	John Munro	VIC(Hon)
	Glenda Campbell-Evans	WA	2006 Simon Boss-Walker	QLD
	Michael John Colwell	PNG	Edward Brierley	VIC
	Patrick Augustine Duignan	NSW	Robert Chandler	NSW
	Elizabeth Hazel Lee	ACT	Mark Creedon	QLD
	Jennifer Anne Lewis	NSW	Reverend Monsignor Thomas Doyle	VIC
	Angus Edward Lucas	QLD	Ron Dullard	WA
	Glynys O'Brien	SA	David Gurr	VIC
	Robert Clive Townsend	ACT	Anne Paul	ACT
	Peter William Hill	Vic (Hon)	Graeme Sassella-Otley	WA
1999	John Ewington	TAS	Rosa Storelli	VIC
	Victoria Stokes	NT	Desmond Cahill	VIC (Hon)
	Prudence Clarke	ACT	Lynne Kosky	VIC (Hon)
	Donald Daniels	PNG	2007 Annette Cunliffe	NSW
	Louise Clayton-Jones	NSW	Leoni Degenhardt	NSW
	John Schiller	NSW	Christine Edwards	TAS
	Kenneth Evans	WA	Irene Gray	TAS
	Graham Brown	WA	Michael Harvey	WA
	Richard Cotter	VIC	Genia Janover	VIC
	Patricia Fitzgerald	VIC	Kathy Lacey	VIC
2000	Warren Henry Brown	NSW	Jean Lomax	SA
	Clarence Michael Burke	QLD	Stephanie Munday-Lake	QLD
	Stephen Kenneth Dinham	NSW	Helga Neidhart	VIC
	Kathleen Kuryl	TAS	Rob Rasmussen	QLD
	Donald Richard Laird	VIC	John Worthy	WA
	Isabelle Brigid Limerick	QLD	Alexander Young RFD	TAS
	Graham Paul Harrington	TAS (Hon)	Ron Miletta	USA (Hon)
2001	Gordon Kenneth Avenell	QLD	Simon Marginson	VIC (Hon)
	Michael Anthony Cox	VIC	2008 Brenda Beatty	VIC
	Hazel Jean Day	VIC	Carolyn Broadbent	ACT
	Darryl Bruce Moir	TAS	Paul Brock	NSW
	John Anthony Retallick	NSW	Louise Anne Bywaters	SA
	Patricia Ann Wilks	ACT	Christine Cawsey	NSW
	Edward Allen Holdaway	Cda. (Hon)	Peter Anthony Hope Cooper	VIC
	Alan Seagren	USA (Hon)	Philippa (Pip) Field	SA
	Donald Keith Tyrer	VIC (Hon)	Christopher Presland	NSW
2002	Anne Benjamin	NSW	Allan John Shaw	ACT
	Catherine Gwynn Buchanan	SA	Karen Starr	VIC
	Kathleen Susan Cottee	SA	Rev Andrew Phillip Syme	WA
	Neil Charles Cranston	QLD	Edward Richard Tudor	VIC
	Alan Hutchinson	VIC	Kathy Walker	VIC
	Ronald Rea Ikin	NSW	Jeff Walkley	VIC
	Gregory Bryne Whitby	NSW	Daniel White	VIC
2003	Kenneth John Eltis	NSW	2009 Lisa Paul PSM	ACT (Hon)
	Peter Bryant Hauser	VIC	Gerald Calnin	VIC
	Neville Tom Highett	SA	David Cannon	NT
	Janette Belva McClelland	NSW	Henry Gray	NT
	David George Manttan	QLD	Brenda Keenan	NT
	Heather Doris Sjoberg	NT	Gabrielle Leigh	VIC
	Robin Ann Sullivan	QLD	Maureen O'Rourke	VIC
	Gene R Carter	USA (Hon)	Marian Parkinson	SA
	Anthony Brace Conabere	VIC (Hon)	Alan Reid	SA
	Darrell John Fraser	VIC (Hon)	Heather York Schnagl	VIC
	Frances Merryl Hinton	ACT (Hon)	Marie Therese Smith	NSW
	Kenneth John Rowe	VIC (Hon)	Jenny Stanley	SA
2004	Stephen Paul Brown	QLD	Arthur Townsend	NT
	Debra Joy Brydon	VIC	Jim Watterston	VIC
	Kenneth Gilbert	QLD	Helen Wildy	WA
	Helen Margaret Halling	ACT	Wayne Craig	VIC (Hon)
	Roger Hayward	VIC	Steve Marshall	VIC (Hon)
	Ian Patrick Lillico	WA	Mrs Didamain Uiobo	NT (Hon)
	Anthony Mackay	VIC		
	Ian McKay	QLD		
	Dennis Walter Sleigh	ACT		
	Elizabeth Ward	VIC		
	Anthony Watt	QLD		

BOARD OF DIRECTORS AS OF JUNE 2010



Neville Highett
President



Graham Chadwick
ACEL NT



John Ewington
ACEL TAS



Tim Grace
ACEL ACT



Jenny Hill
ACEL WA



Marian Parkinson
ACEL SA



Helen Starr
ACEL QLD



Anne Tonkin
ACEL VIC



Noel West
ACEL NSW



Felicity Mandile
Member-Appointed Director



Chris Presland
Member-Appointed Director



Kevin Richardson
Co-Opted Director



Jim Watterston
President Elect



Jenny Lewis
Company Secretary

BOARD MEMBERS WHO RETIRED 2009/2010



Patrick Duignan
Past President



Simon Boss-Walker
ACEL QLD



Tom Grace
ACEL WA



Peter Torey
ACEL VIC

FINANCIAL REPORTS

BALANCE SHEET AS AT 30TH JUNE 2010

AUSTRALIAN COUNCIL FOR EDUCATIONAL LEADERS LIMITED ABN 75 132 672 416

	Notes	2010 \$	2009 \$
CURRENT ASSETS			
Cash		593,321	626,203
Receivables	4	120,918	84,342
Inventories	5	137,638	112,590
Other		11,970	-
Total Current Assets		863,847	823,135
NON-CURRENT ASSETS			
Property, Plant and Equipment	6	18,465	11,942
Total Non-Current Assets		18,465	11,942
TOTAL ASSETS		882,312	835,077
CURRENT LIABILITIES			
Creditors and Borrowing	7	176,709	225,339
ICSEI Account	8	69,210	35,618
Other	9	201,053	206,473
Total Current Liabilities		446,972	467,430
NET ASSETS		435,340	367,647
MEMBERS' FUND			
Retained Profits		435,340	367,647

NOTES

Note 4.	CURRENT ASSETS - RECEIVABLE Trade Debtors	120,918	84,342
Note 5.	CURRENT ASSETS - INVENTORIES Finished Goods - At Cost	137,638	112,590
Note 6.	NON CURRENT ASSETS - PLANT AND EQUIPMENT Plant and Equipment - At Cost Less: Accumulated Cost Total Plant and Equipment	31,966 (13,500) 18,466	19,203 (7,261) 11,942
Note 7.	CURRENT LIABILITIES - CREDITORS AND BORROWERS Trade Creditors	176,709	225,339
Note 8.	ICSEI FUNDS ICSEI Account	69,210	35,618
Note 9.	OTHER CURRENT LIABILITIES Income In Advanced 2010 National Conference	201,063	206,473

PROFIT AND LOSS STATEMENT FOR THE YEAR ENDED 30TH JUNE 2010

AUSTRALIAN COUNCIL FOR EDUCATIONAL LEADERS LIMITED ABN 75 132 672 416

	2010 \$	2009 \$
INCOME		
Bookshop	423,864	428,074
Copyright	4,290	16,521
Interest Received	1,366	474
Membership	753,641	657,002
National Conference - 2008 New Metaphors	-	254,189
National Conference Profit	76,322	63,450
Professional Development	890,544	364,946
Publications	13,329	13,978
Subscriptions CCEAM	12,728	7,585
Sponsorship	98,327	104,704
Branch Support	42,329	27,007
Income from Branches	-	271,624
TOTAL INCOME	2,316,740	2,209,554
EXPENDITURE		
Administration	455,285	344,114
Awards	13,495	13,374
Bookshop Expenses	297,138	289,753
Depreciation	79,564	-
Distribution to Affiliates	6,239	1,585
Governance	141,187	157,940
Membership Expenses	153,740	219,909
National Conference - 2008	-	625,551
Professional Development	851,061	421,551
Publications	207,703	265,606
Website	43,635	33,962
TOTAL EXPENDITURE	2,249,047	2,373,345
OPERATING PROFIT/(LOSS)	67,693	(163,791)
Retained Profits at the Beginning of the Financial Year	367,647	531,438
RETAINED PROFITS AT THE END OF THE FINANCIAL YEAR	435,340	367,647

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30TH JUNE 2010

AUSTRALIAN COUNCIL FOR EDUCATIONAL LEADERS LIMITED ABN 75 132 672 416

	2010 \$	2009 \$
CASH FLOWS FROM OPERATING ACTIVITIES		
Receipts from Members and Customers	2,273,378	2,494,783
Payments to Suppliers and Employees	(2,294,863)	(2,312,498)
	(21,485)	182,285
Interest Received	1,366	474
Net Cash Outflow from Operating Activities	(20,119)	182,759
CASH FLOWS FROM INVESTING ACTIVITIES		
Payments for Property, Plant and Equipment	(12,763)	(9,745)
Net Cash Inflow/(Outflow) Operating Activities	(12,763)	(9,745)
Net Increase/(Decrease) in Cash Held	(32,882)	173,014
Cash at the Beginning of the Financial Year	626,203	453,189
Cash at the End of the Financial Year	593,321	626,203

AUDITOR'S STATEMENT

In conducting our audit, we have complied with the independence requirements of the Corporations Act 2001. We confirm that the independence declaration required by the Corporations Act 2001, provided to the Directors on the 10th September 2010, would be in the same terms if provided to the Directors as the date of this Auditors report.

MacBride Hinton & Co
Chartered Accountants
K.J. Dive F.C.A.
Registered Company Auditor
Dated: 10th September 2010



Australian Council for Educational Leaders Limited (ACEL)

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