



ACEL 2012-2013 ANNUAL REPORT



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Our Purpose

- To inspire, support and recognise excellence in educational leadership across all sectors
- To represent the 'student as a learner' to the educational community

Our Strategic Intent

To cultivate a high level learning community of educators by:

- A. Enhancing Leadership Capacity through delivery of Programs, Events and Publications
- B. Elevating the Standing of Educational Leadership including Recognition of Excellence
- C. Representing and Advocating for the Educational Profession
- D. Building organisational capacity at a Board, Branch and Corporate level



From the President



It is with great pleasure that I provide this report on behalf of the ACEL Board of Management. In the past twelve months, we have built on the strong foundation that we laid last year and I am pleased to report that our organisation is now in a strong position financially while continuing to enhance our position as the premier professional association in the education sector across the Asia-Pacific region.

I feel very proud of the ACEL Board, staff, members and particularly our CEO for their collaborative efforts over the past few difficult years. In an extremely tight and resource constrained environment and at a time when our members are rightly questioning the value they get from their membership, the past financial year ACEL has arguably had one of its most successful years since our inception. Not only did we make a net profit of over \$450,000 dollars but we also relocated our national office to Sydney, had stability and collaboration in relation to national Board membership and we set about designing a relevant and guaranteed future for the organisation. We now have retained earnings of around \$700,000 which provides us with breathing space and places us in a positive position to plan more thoroughly for further growth. The financial turnaround for ACEL, in some ways, is analogous to small rural school with the lowest ICSEA topping the NAPLAN results for the nation!

As we know however, amazing school turnarounds do not always endure if

those elements that drove the change are not sustained. Collaborative leadership, well developed staff, stakeholder commitment and high quality service delivery that is underpinned by rigorous accountability must be in place to ensure that gains are not lost or squandered. So it is with ACEL. During this break in clouds, and while the sun is shining, we must collectively decide what we want from this unique organisation and then put the foundations in place to ensure that we best serve the education profession but don't lose sight again of what is required to keep us buoyant and thriving. As Charles Darwin pointed out, the secret to survival is not about being the strongest, it is about being able to adapt within a changing landscape. I therefore, write to challenge our membership at this pivotal time because I was part of a similar experience about a decade ago where I was the chair of a not-for-profit organisation that managed to galvanise its members, board and the general public at large to contribute to a similar rapid and quite amazing turnaround. Despite the rescue and apparent sustainability, the same organisation in 2013 now finds itself again beset with a large deficit and an uncertain future. It is a very sad story that primarily came about because the corporate memory and governance structures were not 'built to last' so as to enable new staff and board members to understand past mistakes and to mitigate future risks in order to insulate the organisation from self-harm.

As we all know it is hard, if not impossible, to guarantee the future of any organisation as times change due to the economic climate, rapid internationalisation, shifting consumer demands, the impact of technology and a range of other factors. To set ACEL up for sustainability, we need to decide what we want the organisation to provide and what it stands for. We need to enshrine the values that underpin the organisation and we need to professionalise the business side of the operation to ensure that risk is well managed and resources are wisely invested to enable us to focus on improving lives for students. To that end, we have developed a 3 Year ACEL Strategic Plan which will, hopefully, provide consolidation for us as we move into a better business model to

support our work. We need however, to continually improve our governance and we will therefore be refining the composition of the board to ensure that in addition to the Branch Appointed Directors that represent the membership across all states, we also appoint Independent Directors with relevant skills such as legal, financial, governance, business, project management, human resource or a myriad of other specific competencies that will be important for the independence and growth of ACEL as we move forward.

Finally, I acknowledge the achievements of all of our highly esteemed award winners for 2012 and again, acknowledge the Board of Management, our Patron Frank Crowther and the many other committed volunteers for their willingness to proactively invest their precious time into such a worthy cause. I would also like to acknowledge our former President Neville Highett whose term of office has now been completed, for his outstanding stewardship and loyalty to the organisation during his years on the Board. Neville's dedication and commitment will be missed but his legacy will ensure that we continue to build on our success to future proof ACEL so as to serve the education profession during these turbulent times. Congratulations Neville on a job well done.

A handwritten signature in black ink that reads "Jim Watterston". The signature is fluid and cursive, with a large, stylized 'J' and 'W'.

Dr. Jim Watterston, President



ACEL's phoenix-like resurgence over the past two years has underscored important lessons in adaptiveness. At its core it has meant re-visioning the new and evolving needs and expectations of our six thousand five hundred members, and rededicating the organisation to fulfilling its purpose of inspiring and supporting them through their zeitgeist challenges.

This intent has highlighted the imperatives for strategic capability development in both our governance and operational management. Our work thus far mirrors the dialectic tensions of all fecund and flourishing endeavours - daunting and exciting, difficult and energising, and most importantly, all-consuming and very rewarding. The quantum leap in every metric of ACEL's performance is testimony to the efficacy of our organisational renewal program and augurs well for its enduring future.

The past twelve months have been very profitable for ACEL. It has resulted in a significant surplus of nearly four hundred sixty thousand dollars for the financial year ending June 30th 2013. Retained earnings have increased as a consequence and our liquidity position has also improved considerably. Underwriting financial security is a constant work-in-progress. Our goal is to be self-sufficient in the immediate term and self-sustaining over the long-term, in order that we may continue to serve both our members and the wider education community well into the future.

Our branches in the states and territories have played a vital role in driving both visibility and reach for the organization. We have attracted new members even as renewals have stayed steady. A new membership category introduced for teacher leaders has proved popular. ACEL has also instituted Lifetime Memberships to recognise our long-standing retired ACEL Fellows. Networking and Professional Development events for our target audiences have registered a manifold increase over the past year. This has resulted in flow-through effects for attendance at our awards functions both at State level and at the President's Awards Reception held during the National Conference.

We have arguably become the premier provider of a variety of contemporary and needs-focused resources for educational leaders. These include amongst others:

1. A fully revamped Australian Educational Leader Journal (AEL) with a modern look and feel and much wider accessibility - online, digital and print;
2. A new Executive Leadership Program developed to address the complex needs of high-performing educational leaders;
3. The 21st Century Fluency Workshops Tour designed to support educators in the implementation of the National Curriculum;
4. The October 2012 conference, "An Inquiry Mindset," that used a three-tier structure of, "provocation, purpose and practice" to make for a compelling learning experience.

ACEL owes a huge debt of gratitude to many people for the significant turn-around in its fortunes – our Branch Executives for their passion and commitment; our Lifetime Members and Fellows for their generosity in sharing their wisdom and experience; our dedicated staff at the National Office in Sydney CBD for their professionalism and hard work; our supportive Board Members who steward the organisation so conscientiously; and finally our Members, whose unwavering support

and patronage has enabled ACEL to weather the recent challenges and grow.

In his magnum opus, *Outline of History*, H. G. Wells famously remarked, "human history becomes more and more a race between education and catastrophe" (Wells, 1920, p. 1100). His words echo presciently as we in the education sector in Australia look to the future. Each one of us in ACEL however, can take great heart from our knowledge that in our *raison d'être* of inspiring, supporting and recognising excellence in educational leadership across all sectors we are acting purposefully to win this race because in the end, "learning is the major process of human adaptation" (Kolb, 1993, p. 149).

Asha Murthy, CEO

“Do all that you can,
with all that you
have, in the time
that you have, in
the place where
you are”

- Nkosi Johnson

ACEL

Board of Directors



Dr Jim Watterston
President



Kerrie Blain
Branch Appointed Director
ACT President



Chris Presland
Branch Appointed Director
NSW President



Tony Roberts
Branch Appointed Director
NT President



Dr Neville Highett
Immediate Past President



Helen Starr
Branch Appointed Director
QLD President



Dr Jenny Stanley
Branch Appointed Director
SA President



Anne Foale
Branch Appointed Director
TAS President



Jeremy Beard
Branch Appointed Director
VIC President



Keith Newton
Branch Appointed Director
WA President



Kevin Richardson
Independent Director



Ann McIntyre
Member-Appointed Director



Christine Cawsey
Member-Appointed Director

1981	Clifford Burnett	ACT	Janelle Eldridge	NSW	David Gurr	VIC	2012	Ian Anderson	WA
	Charles Philip Cullen	QLD	Tom Grace	WA	Anne Paul	ACT		Amelia Angelakis	SA
	Edwin Harold Jones	WA	Everlyn Marie Jansen	QLD	Graeme Sassella-Otley	WA		Elida Brereton	VIC
	Patricia Jean Jones	WA	Malcolm Lee	ACT	Rosa Storelli	VIC		Joan Conway	QLD
	Thomas James Moore	VIC	Richard Mayhew	WA	Desmond Cahill	VIC (Hon)		Lawrie Drysdale	VIC
	Francis (Frank) George Rogan	VIC	Cynthia Merrill	VIC	Lynne Kosky	VIC (Hon)		Valerie Gould	VIC
	William George Walker	VIC (Hon)	David Mossenson	WA (Hon)	2007	Annette Cunliffe	NSW	Marion Guppy	NT
1982	Hedley Beare	VIC	Philip Thurston Seino	WA	Leoni Degenhardt	NSW		Daryl Hanly	QLD
	Jarvis Lesley Finger	QLD	Geoffrey James Spring	NT (Hon)	Christine Edwards	TAS		Margie Kesby	NT
	William Richard Mulford	ACT	Peter Gronn	VIC	Irene Gray	TAS		Stewart Moyses	NT
	Ian Francis Vacchini	NSW	Marian Lewis	PNG	Michael Harvey	WA		Liliana Mularczyk	NSW
1983	John Richard Steinle	SA	Neil Keith Money	QLD	Genia Janover	VIC		Mary Oski	VIC
	Eric George Hoare	WA	Michael Norman	VIC	Kathy Lacey	VIC		Glenn Proctor	VIC
	Gerald Anthony O'Callaghan	SA	Reginald Pollack	NSW	Jean Lomax	SA		Kevin Richardson	SA
	Colin Reginald Joseph Moyle	VIC	Colin Stanley Trestail	WA	Stephanie Munday-Lake	QLD		Steffan Silcox	WA
1984	Phillip William Hughes	TAS	Raymond William McCulloch	VIC (Hon)	Helga Neidhart	VIC		Karen Spiller	QLD
1985	Judith Dorothy Chapman	VIC	1998	Richard Jeremy Bates	VIC	Rob Rasmussen	QLD	Elisabeth Turner	WA
	William John Kennedy	SA	Narottam Bhandi	NSW	John Worthy	WA		Michael Windred	NSW
	Richard Roger Lee	ACT	Michael William Bradley	NT	Alexander Young RFD	TAS		Suzanne Carrington	QLD (Hon)
1986	Trevor Marshall Barr	SA	Sylvia Jane Walton	VIC	Ron Miletta	USA (Hon)		Roderick Fraser	VIC (Hon)
	William Neil Hird	QLD	Glenda Campbell-Evans	WA	Simon Marginson	VIC (Hon)		Julie Grantham	QLD (Hon)
	Doug Swan	NSW	Michael John Colwell	PNG	2008	Brenda Beatty	VIC	Noel Hayman	QLD (Hon)
	Quentin Frederick Willis	VIC	Patrick Augustine Duignan	NSW	Carolyn Broadbent	ACT		Lee Musumeci	WA (Hon)
1987	Clyde Percival Bant	WA	Elizabeth Hazel Lee	ACT	Paul Brock	NSW		Jean Rice	WA (Hon)
	Pauline Josephine Murphy	VIC	Jennifer Anne Lewis	NSW	Louise Anne Bywaters	SA			
	Brian John Caldwell	TAS	Angus Edward Lucas	QLD	Christine Cawsey	NSW			
	Diana Mildred Fleming	VIC	Glynys O'Brien	SA	Peter Anthony Hope Cooper	VIC			
	Robin Beth Gregory	NSW	Robert Clive Townsend	ACT	Philippa (Pip) Field	SA			
	Alexander Ross Thomas	NSW	Peter William Hill	Vic (Hon)	Christopher Presland	NSW			
	Robert Muir Stone	SA	1999	John Ewington	TAS	Allan John Shaw	ACT		
	Ian Wilson Paterson	NSW	Victoria Stokes	NT	Karen Starr	VIC			
1988	Janette Barbara Biber	NSW	Prudence Clarke	ACT	Rev Andrew Phillip Syme	WA			
	Johanna Conway	NSW	Donald Daniels	PNG	Edward Richard Tudor	VIC			
	Thomas A Grunsell	NSW	Louise Clayton-Jones	NSW	Kathy Walker	VIC			
	Barry Jenkins	NSW	John Schiller	NSW	Jeff Walkley	VIC			
	Milton Edgar March	ACT	Kenneth Evans	WA	Daniel White	VIC			
	Laurence Royce Miller	QLD	Graham Brown	WA	Lisa Paul PSM	ACT (Hon)			
	John Frank Clement Roulston	QLD	Richard Cotter	VIC	Gerard Calnin	VIC			
	John Woods	SA	Patricia Fitzgerald	VIC	David Cannon	NT			
1989	John A Bunday	WA	2000	Warren Henry Brown	NSW	Henry Gray	NT		
	Geoffrey A Burkhardt	ACT	Clarence Michael Burke	QLD	Brenda Keenan	NT			
	Kingsley Curtis	SA	Stephen Kenneth Dinham	NSW	Gabrielle Leigh	VIC			
	James Stewart Hamilton	VIC	Kathleen Kuryl	TAS	Maureen O'Rourke	VIC			
	Eric Hinchliffe	WA	Donald Richard Laird	VIC	Marian Parkinson	SA			
	Mary Mercer	SA	Isabelle Brigid Limerick	QLD	Alan Reid	SA			
	Merline Muldoon	QLD	Graham Paul Harrington	TAS (Hon)	Heather York Schnagl	VIC			
	Kath Phelan	NT	Gordon Kenneth Avenell	QLD	Marie Therese Smith	NSW			
	Ruth Readford	QLD	Michael Anthony Cox	VIC	Jennifer Stanley	SA			
	Neil Tuckwell	QLD	Hazel Jean Day	VIC	Arthur Townsend	NT			
1990	Martin Donovan Brandreth	WA	Darryl Bruce Moir	TAS	Jim Watterston	ACT			
	Francis Allan Crowther	QLD	John Anthony Retallick	NSW	Helen Wildy	WA			
	James Anthony d'Arbon	NSW	Patricia Ann Wilks	ACT	Wayne Craig	VIC			
	Barry Herbert Elliott	VIC	Edward Allen Holdaway	Cda. (Hon)	Steve Marshall	VIC			
	Reynold John Macpherson	NSW	Alan Seagren	USA (Hon)	Didamain Udo	NT (Hon)			
	Robert Keith Maynard	SA	Donald Keith Tyrer	VIC (Hon)	2010	Dorothy Andrews	QLD		
	Margaret Louise Nadebaum	WA	2002	Anne Benjamin	NSW	Michael Avery	NT		
	Charles Henry Payne	NT	Catherine Gwynn Buchanan	SA	Margaret Banks	NT			
1991	Rt Hon Sir Zelman Cowen	NSW	Kathleen Susan Cottee	SA	Toni Cocchiari	SA			
	Mary Louise Bergin	QLD	Neil Charles Cranston	QLD	John DeCourcy	NSW			
	Neville Harry Fry	QLD	Alan Hutchinson	VIC	Michelle Green	VIC			
	Michael Bernard Myers	NT	Ronald Rea Ikin	NSW	Bob Lingard	QLD			
	Campbell William Reilly	WA	Gregory Bryne Whitby	NSW	Stephen Hibbert Newton	VIC			
	Anthony Tenney	NSW	2003	Kenneth John Eltis	NSW	Elizabeth O'Carrigan	NSW		
	Maxwell John Sawatzki	ACT	Peter Bryant Hauser	VIC	Lee-Anne Perry	QLD			
1992	William George Bassett	QLD	Neville Tom Highett	SA	Greg Petherick	SA			
	Ruary James Bucknal	NT	Janette Belva McClelland	NSW	Barbara Stone	NSW			
	Michael John Hough	NSW	David George Manttan	QLD	Mark Turkington	NSW			
	Bruce Alan Lyons	WA	Heather Doris Sjoberg	NT	Peter Turner	NSW			
	Douglas Charles Ogilvie	QLD	Robin Ann Sullivan	QLD	Allan Walker	HK			
	Fenton George Sharpe	NSW	Gene R Carter	USA (Hon)	David Warner	QLD			
	Elaine Winsome Thomas	VIC	Anthony Brace Conabere	VIC (Hon)	Robyn White	WA			
	John Gilroy Thorne	TAS	Darrell John Fraser	VIC (Hon)	Pauline Zappulla	VIC			
1993	Martin Kennings Caust	SA	Frances Merryl Hinton	ACT (Hon)	Br Kelvin Canavan fms	NSW (Hon)			
	Alan Edgar Drury	QLD	Kenneth John Rowe	VIC (Hon)	Brian Croke	NSW (Hon)			
	Carolyn Diana Harrod	QLD	Stephen Paul Brown	QLD	Patrick Griffin	VIC (Hon)			
	David George Heath	WA	Debra Joy Brydon	VIC	Geoffrey Masters	VIC (Hon)			
	Neil Andrew Johnson	NSW	Kenneth Gilbert	QLD	Maira Najdecki	ACT (Hon)			
	Ian Maxwell Ling	VIC	Helen Margaret Halling	ACT	Richard Teese	VIC (Hon)			
	Gwenyth Joan McNeil	VIC	Roger Hayward	VIC	2011	Michele Bruniges	NSW		
	David Bruce Smith	VIC	Ian Patrick Lillico	WA	Graham Chadwick	NT			
	Keith Ernest Tronc	QLD	Anthony Mackay	VIC	Garry Costello	SA			
	Denise Florence Wilkowski	NT	Ian McKay	QLD	Neil Dempster	QLD			
1994	Mary Grace Armstrong	NSW	Dennis Walter Sleigh	ACT	Helen Brennen	VIC			
	Maureen Bridget Boyle	ACT	Elizabeth Ward	VIC	Margot Foster	SA			
	Ronald James Kirkma	NT	Anthony Watt	QLD	Brian Gray	QLD			
	Garry Michael Askey-Doran	TAS	Elizabeth Constable	WA (Hon)	John Hattie	VIC			
	Norman Alfred John Hughes	QLD	Audrey Jackson	WA	Norman Hunter	QLD			
	Peter Lloyd Hodge	TAS	Millicent Poole	WA (Hon)	Helen O'Brien	NSW			
1995	Robin Amm	NSW	Therese Mary Temby	WA (Hon)	Peggy Saab	NSW			
	Charles Burford	NSW	Lee Callum	QLD	Helen Starr	QLD			
	William F Donovan	ACT	Timothy Frances Hawkes	NSW	Anthony Whelan	NSW			
	Michael Gaffney	ACT	Jillian Morgan	TAS	Peter Dawkins	VIC (Hon)			
	Gail Mackay	QLD	Jennifer Mary Nicol	WA	Field Rickards	VIC (Hon)			
	Joseph John McCorley	QLD	Ingrid Moses	NSW(Hon)	Jonathon Welch	QLD (Hon)			
	John Olsen McGorm	SA	Alan David Robson	WA(Hon)					
	Ian Stevenson	NT	John Munro	VIC(Hon)					
	Noel Lee Stonehouse	VIC	2006	Simon Boss-Walker	QLD				
	Colin James Sutcliffe	QLD	Edward Brierley	VIC					
	Beryl Wilson	VIC	Robert Chandler	NSW					
1996	James McDonald Cameron	NT	Mark Creedon	QLD					
	Paul Carlin	VIC	Rev. Monsignor Thomas Doyle	VIC					
	Robert Connors	NSW	Ron Dullard	WA					

ACEL Membership has steadily grown over the past year with new members continuing to join as well as regular membership renewal from our existing members. Over the past year 667 new members have joined ACEL.

Teacher Leader Membership

We launched the new Teacher Leader membership category in May 2013, which has so far generated 36 new ACEL members. This membership specifically caters to teachers who want to develop their leadership skills and engage in dialogue with regard to the future of education in Australia. Teacher Leaders receive unique membership benefits including a special invitation to an exclusive open forum with global thought leaders prior to the ACEL National Conference which will be held this year on the 1st October in Canberra; an invitation to attend a branch networking event for Teacher Leader members; and complimentary attendance to an ACEL professional learning event, either face-to-face or a webinar. The Teacher Leader membership category replaces the old Teacher category, and existing Teacher members were given a complimentary membership upgrade, which has received a very positive response.

Lifetime Members

In June 2013, we awarded Retired Fellows of ACEL who have been members for 20 years or longer, a Lifetime Membership in recognition of their support of ACEL and their achievements. This was awarded to 25 recipients. The feedback from this initiative has been overwhelmingly positive

“All teachers are leaders and leadership is complex. I am hoping to learn more from more experienced leaders and also build a wider teacher network.”

– **Michelle da Roza**, ACEL Teacher Leader Member.

“I have always found ACEL to be at the forefront of educational endeavour both in Australia and in the Pacific region, and over the years I have seen it grow and develop into a thoroughly professional organization that provides significant coverage of educational research and practical support for its members.”

– **Dr Maureen Boyle** ACEL Lifetime Member

It has been a strong year for ACEL events – our National Conference, nationally driven PD events and our branch-level events have been positively received, been well-attended and have bolstered ACEL's bottom-line.

The first round of 21st Century Fluency Workshops, conducted by Lee Crockett, were a resounding success both in attendee satisfaction and profitability for ACEL.

A number of other workshops took place in this period, including forums lead by Peter Adams from ACARA, Principal Effectiveness workshops led by Professor James Stronge and Coaching workshops led by trainers from Growth Coaching International.

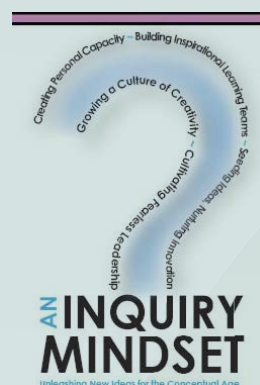
The first workshops in partnership with UTS were held during the year, which has now developed into a suite of events based in Sydney on a range of topics important to educators and school leaders.

ACEL 2012 National Conference: An Inquiry Mindset

The ACEL 2012 National Conference was a huge success in a number of areas, particularly in terms of delegate numbers, positive attendee feedback and its financial profitability. The event was attended by over 900 delegates representing all sectors in the Australian education community, with others attending from the UK, USA, Sweden, Saudi Arabia and a number of other countries.

Key Speakers included Daniel Pink, Reverend Tim Costello, Lee Crockett, Professor Theo van Leeuwen and Tony Mackay. Underpinning the overarching theme of 'An Inquiry Mindset' were the following 5 sub-themes:

- Creating personal capacity
- Building inspirational learning teams
- Fearless leadership
- Seeding ideas, nurturing innovation
- Growing a culture of creativity



It has been a very productive 12 months for Books & Publications. We continue to work hard to produce the best quality journals and publications for ACEL Members and also provide an exceptional range of book titles from publishers for ACEL members and educators.



The Australian Educational Leader (AEL)

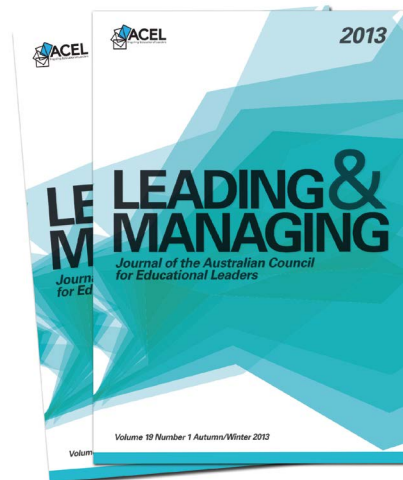
- In 2013 AEL had a complete redesign, freshening up the cover and content format, to reflect the changing times of publishing. We also launched AEL digitally with a brand new journal dedicated website.
- AEL members can now log in using their ACEL membership details and view all AEL content and back issues. Non-members can view selected content from each issue. Already members have responded well to this and ACEL has now introduced a comments section with each online article to encourage reader interaction.
- ACEL has also established an Editorial Advisory Panel to review all its educational content.

Perspectives on Educational Leadership

- The Perspectives publications offer a valuable insight into education today, edited by Professor Neil Cranston of the University of Tasmania. Over the past 12 months ACEL has produced six Perspectives journals in electronic format.

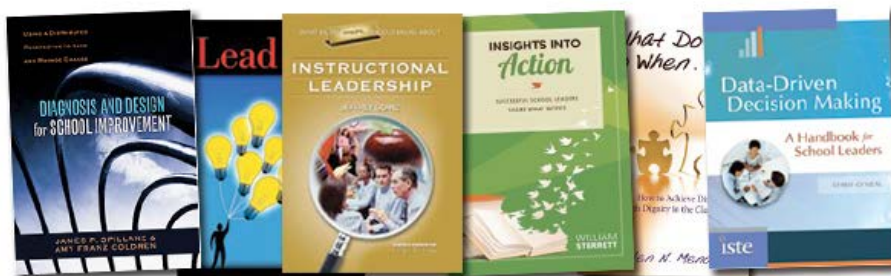
Leading & Managing (L&M)

- L&M is available in print and online to all ACEL members twice a year in Autumn/Winter and Spring/Summer.
- It continues to be edited by an editorial team at the University of Southern Queensland, with the first 2013 issue sent to members on the 12 June.
- In 2013 ACEL have refreshed the design of the cover to reflect the changing times in education and publishing and will now use Complete Printers to print the journal.



Books & ePublications

- Over the past 12 months the titles available to purchase through ACEL's online bookshop (for both members and non-members) has expanded dramatically.
- ACEL offers subscriptions for three e-publications – e-teaching, e-leading and e-shortcuts. We currently have around 400 e-Publication subscribers, who receive content by email weekly and monthly.



ACEL continues to work with a number of schools, network groups and departments across the country, supporting educational leaders with a diverse range of learning options to enhance their leadership capabilities.

The Executive Leadership Program launched earlier this year, has been designed specifically for leaders looking to expand their influence and deliver outstanding outcomes. The content has been developed from multiple disciplines and domains to ensure that the most current concepts and research both within and outside education are integrated into the learning experience. The program contains a fully integrated and responsive framework and can be tailored to suit a variety of cohorts and contexts.



We have introduced a number of face-to-face modules to support the online learning from the ACEL Leadership Capability Framework. We also continue to expand the reach of the Diagnostic Inventory of School Alignment (DISA) in partnership with the University of Southern Queensland.

ACEL has been engaged in delivering a professional development program to the leadership team and also conduct a strategic review for Catholic Education Northern Territory.



Participants on the WA Executive Leadership Program

“The Executive Leadership Program, run on behalf of the Institute for Professional Learning, is a highly engaging program and very relevant for high performing leaders. The program challenged participants to deeply reflect on their personal leadership traits, provided opportunities to further extend their leadership capabilities and their sphere of influence. This program will enable Western Australia Public Schools to build a critical mass of high performing principals that can have a significant impact on educational leadership in an increasingly autonomous environment.”

- Peter Holcz, A/Managing Director
Institute for Professional Learning
Department of Education WA

ACEL ACT Branch Report

This has been a year when we have been preparing for the ACEL National Conference to be held in Canberra in October.

We look forward to a large number of Australian educators taking advantage of such an impressive line-up of world-class presenters. A sincere thank you to our small dedicated team of local executive members who are working towards this end while being committed to delivering excellence in professional learning in the ACT throughout the year.

Our mission – to continue to deliver contemporary educational professional learning to the educators of the ACT and surrounding areas and to be kept abreast of national events in education

– to recognise and celebrate excellence in the local profession of education, both in schools and other educational settings.

As was the case last year, we have recognised the importance of expanding our membership (and distribution) base to ensure that ACEL information and educational professional opportunities are delivered to the widest possible audience. This year we have achieved our goal of having all sectors (Government, Catholic and Independent) represented at meetings. This is pleasing but we would like to continue to expand our membership base to include the universities. The Australian Catholic University is presently the only tertiary institution represented.

The year's events included:

- Attendance at the 2012 Annual Conference, An Inquiry Mindset in Brisbane for several of our members. Many commented that this was the best professional learning event they had attended in many years.
- The 2012 Awards Dinner at the Ottoman Restaurant. This was an extremely successful event with over 100 attendees who joined in celebrating excellence in education in the classroom as well as in leadership. Michael Fullan was our guest at the dinner. He congratulated the awardees – a photograph opportunity for many!
- Breakfast with the Minister at the Portrait Gallery in May 2012. Minister of Education, Joy Burch, spoke of her philosophy of, and vision for, education in the ACT. As a relatively new minister



to this portfolio, we were affirmed in our beliefs that education must be equitable, accessible and include high expectations for all students. She stressed that she is the Minister of Education for all sectors and therefore all students in the ACT.

- The Annual Currie Lecture at the Great Hall at University House in June 2013 – with Dr Tony Cook, Associate Secretary, Schools and Youth, DEEWR. His address was on the subject of National Reform and the importance of improving teaching and learning in Australia to be competitive in our global society.



- The ACT AGM was held at the Joplin Room at University House, ANU, prior to the Currie Lecture. All local positions were affirmed for another year.

I would like to thank the many ACT committee members involved in the planning, organisation and running of our events. All were well attended and the feedback indicates that teachers appreciate the opportunities we are providing. Our challenge, as always, is to reach out to our young emerging educational leaders in all sectors to

support their careers in improving the education of Australian children.

Thank you also to the Awards Committee, of Trish Wilks, Kate Sutherland, Peggy Mahy and Michael Kindler, with the generous support from Helen Halling and Anne Paul, the keepers of the Awards Committee corporate history. There is a lot of work behind the scenes and I appreciate their combined efforts in ensuring that excellence is acknowledged and rewarded in the ACT. The annual Awards Dinner is one of the highlights of the academic year and prize recipients are always supported by this recognition. This is a small step towards recognising teaching as a profession of excellence.

We look forward to joining our Australian and international colleagues at the National Conference in October and hope that Canberrans will take the opportunity to attend this world-class conference in their home town. This is our chance to host a conference of excellence and to further education in Australia on the world stage.

Kerrie Blain
ACEL ACT President

ACEL NSW Branch Report

Acknowledgement

2013 has been a year in which the NSW Branch Executive has worked tirelessly on behalf of our members.

Ours is an organisation that extends well beyond the schooling sector, and fosters the development of academic research leading to improved leadership practice in multiple settings.

The Branch has hosted several highly successful events and has also gone out of its way to promote ACEL across a wide range of domains.

Testament to the effectiveness of the Branch Executive is the following:

- NSW had the largest increase in membership of any State or Territory.
- NSW had the largest contingent in attendance at the 2012 Annual Conference despite it being held in another State.
- At the time of writing, NSW once again has the largest number of registrations for the 2013 Annual Conference, again held outside of this state.
- The NSW Fellows and Awards was the largest we have seen in NSW for over a decade.
- NSW had almost one third of the entire number of participants across Australia at the Lee Crockett workshops.

Such indicators are not provided for the purpose of "bragging" but rather to demonstrate how effective the Branch has been and how much effort has been provided by the members of the Executive. I would like to acknowledge and thank each of the Branch Executive for their contribution throughout the last 12 months.

The NSW Executive consists of Ann McIntyre, Barry Pecar, Brian Hickey, Chris Brooker, Christopher Grasso, Kuldip Khehra, Lila Mularczyk, Michael Bezzina, Norma Petrocco, Peter Langfield, Warren Marks, Westley Field, Jennifer Miggins, Jake Madden (Secretary), Michael Windred (Vice President) and Chris Presland (President).

Advocacy and Events

The ACEL Branch Meeting and Christmas function at the end of 2012 was a delightful way to round off last year and laid the foundations for much of what has occurred in 2013. It was also nice to have the opportunity to mingle with some of our members who came along to meet the Executive.

Of particular significance this year has been the re-establishment of a local Committee serving the Greater Riverina area. Historically speaking the Riverina ACEA was one of the founding groups of our organisation and so it is tremendous that a group of prominent educators in that area have succeeded in working together to serve the needs of local members. Testament to their effectiveness was a highly successful launch event with Lee Crockett.

The New England group continues to work hard and once again held a very successful Awards function in conjunction with ACE.

Awards

The ACEL NSW Awards night was held on Friday July 26th at the Novotel Hotel at Ultimo. The event was attended by over 120 prominent educators, included a cocktail reception and dinner as well as the presentation of the 2013 NSW awards. It was an outstanding event and was clearly a showpiece for ACEL.

The major award winners were; Ann McIntyre who received the Patrick Duignan Award and Karla Olmos who received the Mary Armstrong Award.

Maralyn Parker received the ACEL NSW Media Award. Lila Mularczyk was presented as a National Fellow.

In addition Brian Powyer, Noelene Veness and Peter Langfield were inducted as Fellows of ACEL NSW, whilst Sylvia Corish was inducted as an Honorary Fellow.



A range of ACEL Leadership awards were also presented to Janet Freeman, John Charles, Kylie Landrigan, Patricia Williams, Ruythe Dufty, Teena Haslehurst, Dubravka Vukic-Presland, Catherine Joynes, Michelle Rushton and Alice Leung.

Directions

The NSW Branch is keen to have the involvement of any educational leaders who are keen to contribute to the organisation. Our aim is to continue to support the ACEL in the provision of cutting edge professional learning for leaders in all educational environments.

Chris Presland
ACEL NSW President



ACEL WA

Branch Report

2013 has been an exciting year for the Western Australian Branch. Guided by the intent of the Branches Strategic Directions 2013-14, work has begun on implementing a suite of strategies that give meaning to the following four priorities:

- The development of partnerships with other providers of quality programs in educational leadership
- Engagement of members as a community of learners.
- Recognition of outstanding service to educational leadership in WA.
- Promoting and elevating the status of educators.

In relation to the first ACEL (WA) is co-hosting with ACE (WA) a series of 'Hot Topic' seminars. These vary from Q and A style panel discussion to formal presentations by local experts, but always with audience participation and opportunity to engage in networking across both organisations. These are proving to be very popular and will continue through into 2014.

As a backdrop to this the executives of ACEL (WA) and ACE (WA) held a joint meeting in April with another planned for late in 2013, each with the intent of identifying and working towards joint services that can be provided to members of both organisations. Both executives are aware that in WA we have a number of members in common, which means co-operation rather than competition in building a community of learners should prevail.

ACEL(WA) also supported the National Office in securing a contract with the Institute of Professional Learning to deliver three Executive Leadership programs over the next two years for senior school and system leaders within the Department of Education. ACEL(WA) is now playing an integral role in the delivery of the program. To date 30 participants are taking part in the first cohort with another cohort scheduled to commence in late September.

ACEL(WA) continued to recognise the work of others in promoting and leading education across all sectors within WA. Professor Ron Oliver Deputy Vice-Chancellor (Teaching, Learning and International) and Vice-President at Edith Cowan University once again officiated

at an outdoor twilight awards evening held in the historic and picturesque grounds of the Catholic Education Office. The awards presented this year were:

- Certificates of Excellence in Educational Leadership
Marie Beardsell
Tracey Gray
Sandy Heldsinger
Nancy McNally
Frank Pansini
Julian Vinciullo
- ACEL (WA) Award For Excellence and Leadership in Tertiary Studies: Master of Education
Bronwyn Jones
- Branch Fellowship
Professor Simon Clarke
- Branch Fellowship (Honorary)
Allan Blagaich
Leonie Clelland
Paul Mathews
Dr Paul Swan
- Western Australian Fellows Leadership Award
Dr Phil Ridden
- The Pre-Eminent Educational Leader Award
Winthrop Professor Bill Loudon

The WA Membership list has been carefully audited to ensure accuracy and is now being managed to retain current



members and encourage growth. An exciting development in this regard is the establishment of an ACEL(WA) network in Albany under the leadership of Dr Steffan Silcox who is a long standing and committed Fellow of ACEL. It is planned to establish two more rural networks,

one in the mid-west and one in the Kimberley over the next twelve months.

As signalled in last year's report a small group of WA members met with the Hon Peter Collier MLC, Minister for Education in March this year to discuss pressing big-picture policy issues within the local educational environment. This resulted in an engaging and productive discussion and a standing offer to provide arms-length, unbiased, evidence-based policy



advice which the Minister has accepted. Unfortunately, progress has been slow on engaging and strengthening the role of WA based Fellows to ensure their wisdom and experience is brought to bear on behalf of all members in the pursuit of excellence in educational leadership. This is being addressed and will made part of our work plan going into 2014.

The WA Executive is comprised of a small, but highly committed team of people drawn from across the public, independent and Catholic school and university sectors. It has been strengthened this year with the addition of a teacher leader, which has given the executive a new and revitalised outlook. And much to our delight three of the executive have won promotions over the last twelve months to significant leadership roles within their schools. The work of this team is acknowledged as being outstanding in the service of our members.

Keith Newton
ACEL WA President

ACEL SA Branch Report

Strategic Directions

The SA Branch Executive has continued to support national strategic directions while providing targeted events for our local members. ACEL both nationally and at the State level are committed to improving member access to events and servicing all members in the best possible way.

1 Professional Learning

The Professional Learning Portfolio continues to work hard to provide professional learning activities for our members.

Programs offered for our SA members during the year include:

- Lee Crockett workshop
- Webinar for emerging leaders – supported by funding from the Council for Educational Associations of South Australia (CEASA)
- A panel with the Three Education and Early Childhood Services Registration and Standards Board of SA Registrars – question and answer forum for members.



Awards & Recognition

In addition to our state awards this portfolio also contributed to the national awards committee and has developed processes to ensure SA will regularly contribute nominations to the national awards scheme.

The annual ACEL SA 'Alby Jones' Award has continued to provide a unique opportunity to acknowledge the work of outstanding South Australian educational leaders.



The major focus of the SA Branch Executive has been the awards dinner which was held on Friday 10 May at the National Wine Centre attended by approximately 90 people.

Awards were presented to:

Educational Leaders Learning Award:
Alice Gill

Educational Leadership Medals:

Michael Dahl
Garry Le Duff
Paul Rijkin

Media Award: Peter Goers
Alby Jones Award: Leonie Trimper

During this year we have continued to build our retired members program. Cathy Buchanan, Kathy Cotter, Pip Field and Neville Highett have organised four lunches with speakers at a local hotel. A number of these members have supported the SA awards by ensuring those nominated for awards meet the awards criteria.

2 Meeting Structure

The Branch Executive meets twice each school term. The focus of meetings is on strategic directions and general business and building links with Catholic, Independent and DECD initiatives and maintaining links with other associations through our active participation in CEASA. Our Branch executive includes members from the state, Independent, Catholic and University sectors

3 Acknowledgements

I would particularly like to acknowledge the work of Neville Highett who has recently resigned from the ACEL National Board. Neville is an amazing supporter of and contributor to ACEL both at the state and national level. Neville is a former President of ACEL (SA), National President of ACEL and National Board member. The esteem in which Neville is held by ACEL is evident as he has received a number of awards:

- Fellow of ACEL
- Nganakarrawa Award
- The inaugural SA Alby Jones Award.

I know Neville will continue his involvement in ACEL and we appreciate his guidance and support.

I would like to recognise the continued hard work of each of the portfolio groups and particularly the leadership and support of each portfolio coordinator.

To all of the Branch Executive my thanks for your high level of commitment and willingness to expend your time and resources to ensure we enact the objects of ACEL and that SA members are supported in the best possible way throughout the year.

Jenny Stanley
ACEL SA President

ACEL QLD Branch Report

ACEL Queensland members are well represented by Executive from across the sectors and systems. On Queensland members' behalf, I would like to express appreciation for their involvement as Executive members - as all of them volunteer their time. Their expertise, commitment and professional perspective are appreciated. Thanks is extended to previous Executive members for their contributions and commitment - John Milne, Coralee Pratt, Tsae Wong and Leesa Jeffcott.

ACELO Executive value and encourage new members from across Queensland, who are personally welcomed by the Executive Local Area representatives, and encouraged to join colleagues in local events and activities.

A recent National initiative to acknowledge long-standing ACEL Fellows across Australia has resulted in several Queensland educators who were significant in the earliest days of ACEL in the 1970s being sponsored as Lifetime members of the organisation. We congratulate them!

Three active local area groups of ACEL members in Toowoomba, Rockhampton and Fraser Coast continue to promote successful local area support for members. Gold Coast and South Brisbane will commence with activities and members' connection in 2014. ACELO Executive members continue to support and connect with PNGCEL groups to support their leadership discussions.

ACELO Fellows and Members Early Career Educators E-Mentoring Initiative will be launched in October 2013 to commence in 2014. All ACEL or ACELO Fellows have been invited to be available for short-term negotiated support for interested ACEL early career members, particularly those in rural and remote areas.

The signature ACELO Awards in August 2012 were held at Queensland Academy of Science, Maths and Technology with Student Leadership contributions appreciated by attendees.

The prestigious Miller Grassie Award of 2012-13 was awarded to Associate Professor Dorothy Andrews, LRI, USQ. Dr Ken Avenell, Brisbane Catholic Education was the successful awardee

for the prestigious Outstanding Excellence in Education Leadership Award 2012.

Richard Fidler, ABC was recognised for his contribution to raising discussion and the profile around education leaders through his ABC program 'Conversations with Richard Fidler'

The ACELO Emerging Education Leader was Jack Manning-Bancroft (CEO, AIME).

ACELO Fellows welcomed 11 new ACELO Fellows to their numbers, acknowledging their contribution to ACEL and their leadership in the profession.

Honorary Fellows were acknowledged for their services to the profession and to support the well-being of young Queenslanders, including Jean Madden (CEO, Streetswags) and Dr Neil Carrington (CEO, ACT for Kids).

ACELO Executive and all members congratulate the successful awardees of 2012.



During 2012-2013, ACEL Executive continued to promote and support the leadership and learning of Queensland members through events such as:

- ACEL National Conference in Brisbane in October 2012 - this was a very successful, well attended and engaging conference and was noted for its strong themes of holistic and futuristic thinking, interesting provocations from the key note speakers including Daniel Pink, Tim Costello, Erica McWilliam and the practicum workshops focussed on 'real and relevant' education discussions.
- ACEL Global Emerging Leaders' Summit in Brisbane in October 2012 - Early career education leaders across Australia engaged in strong debate and thinking on the challenges facing

education leadership of the future. ACELO sponsored rural early career leaders and post-graduate leaders from



PNG as part of our commitment to growing the profession, and partnering our education neighbours.

- ACEL Executive Reception and Awards Ceremony in August 2012 - when Queensland educators were acknowledged for their contributions to the profession, their education communities, and to education and the well-being of young Queenslanders and others.
- ACELO/ ACE Q co-sponsored the signature event - Breakfast with the Minister - in June 2013. Attendees appreciated The Honourable Jean Paul Langbroek, Minister for Education, Training and Employment sharing his thinking on the current challenges facing education and educators in Queensland. Queensland's newly appointed Director General and ACEL President, Jim Watterston was welcomed and spoke to members and guests. Our partner, ACE contributed Clairvaux McKillop College as the venue for the occasion. Student Leadership contribution through catering and performance was appreciated by the attendees.
- ACEL/ACE co-sponsored the Toowoomba Area Network Dinner in June 2013. This annual local area event saw local members of ACEL and ACE and their guests enjoyed the presentation of the keynote speaker and dinner evening.
- ACELO Fraser Coast continued its sponsorship of the Fraser Coast Education Alliance Educator Awards. Four teachers from the primary, secondary, special and tertiary sectors were recognised for their contributions to education

Helen Starr
ACELO QLD President

ACEL VIC Branch Report

Key Highlights

Board Membership

A key strategy for the 2012/13 Board was to have a year of consolidation. Thank you for the outstanding contributions from all members of the Victorian committee:

Jan Gregory
Stephen Dinham
Norma Ashton-Smith
Leanne Clark
James Henderson
Kim Dray
Helene Hiotis
Mary Oski
Andrew Syme
Denis Masseni
Catherine Hart

We were very sad to lose Elizabeth Rhodes from the Board, but understand that in her first year as Principal at Lowther Hall she needed to point all her energies in that direction.



Communication

1. Newsletters

We were very pleased that we were able to produce a short newsletter each week of the school term. Catherine Hart has continued to ensure that part of this newsletter has been an independent review of a range of texts provided by Hawker-Brownlow.

2. Website

Denis Masseni and James Henderson have developed a new website for the Victorian branch – www.acelvic.org.au. This has been very successful and the features available will grow with further site developments.

3. State Awards

Norma Ashton-Smith, Helene Hiotis and Stephen Dinham do an amazing job annually in this area. The 2012 State Awards was exceptionally well attended as in past years and our award winners were exceptional educators.

THE HEDLEY BEARE EDUCATOR OF THE YEAR was awarded to Dr David Gurr from the University of Melbourne

VICTORIAN FELLOWSHIPS were awarded to:

Mr Andrew Boyd Grimwade House, Melbourne Grammar School
Ms Cathy Pianta Principal, Benalla College
Ms Christine Daiscos Director, Christine Daiscos & Associates
Ms Kate Mitchell Principal, Box Hill High School
Ms Grace Gareffa Principal, St George Precia Primary School

MEDIA AWARD

Ms Deborah Cohen Education Manager, Australian Children's Television Foundation

4. Tertiary Awards

We presented awards to graduates from Melbourne University, Monash University, Victoria University, Australian Catholic University, Deakin University and RMIT.

5. Fellows Dinner

The second Fellows Dinner was well attended and will grow in stature from year to year. It is a significant event as it is a gathering of the special educators in ACCEL Victoria's history.

The Occasional Address was presented by our Victorian Patron, Professor Brian Caldwell. Brian spoke passionately about the need to use the money available to the States through the Better Schools plan to improve the learning outcomes of students where it is most needed. The Director of the Bastow Institute, Bruce Armstrong, also spoke strongly on the need to build capacity in our profession.

6. State Conference

In March we held our first state conference for many years and we were pleased that the event was very well received by those present. It was a pleasure that this event was run jointly with ACE. The focus was 'Visible Leadership' and the highlight was the array of practitioners from within our ranks that spoke so succinctly from their experiences. Nine outstanding principals from our combined membership spoke of their vision for education and their schools.

7. ACCELNet

During the year we ran a number of ACCELNet events to promote the value of ACCEL membership. These 'members only' events are complimentary and enable members to participate in a workshop and then have a moderated discussion over a glass of wine and finger-food. We are looking to do this with a formal calendar in 2014 that makes great use of the Victorian presenters at the 2013 National Conference.



8. Fellows Support Group

Kim Dray and Noel Stonehouse get full credit for getting the FSG off the ground and so well supported – it is still in the launching phase. Over 25 Fellows and other awardees are looking to donate their time to provide professional advice to schools in need that would not normally be able to afford the services of a unit of exceptional educators. We wish them well for Phase 2 of this project.

Moving forward

Key ideas, strategies and plans for the next 12 months

1. Develop a communication plan and enlist a public relation advisor
2. Co-jointly run a second State Conference
3. Develop a formal calendar of approximately 10 ACCELNet events for 2014
4. Support Phase 2 of the Fellows Support Group
5. Enhance our relationship with the Victorian branch of the Australian College of Educators
6. Further develop the depth of expertise and breadth of influence on the board to ensure all our sectors are properly represented.

Jeremy Beard
ACCEL VIC President

ACEL NT

Branch Report

ACEL NT Branch has again been active in enhancing the leadership capabilities of educational leaders across the Territory. I would like to thank the committee for its ongoing work this year especially in its focus on developing a range of local activities designed to strengthen networks within Darwin and across the Territory. Key activities have included:

- In March, ACEL NT hosted Lee Crockett. Twenty three educators from across the Northern Territory engaged in a one day workshop focussed on 21st Century Fluency. Participants worked to develop an understanding of the five key fluencies of problem-solving, creativity, media production, information processing and collaboration and how to apply these fluencies in the classroom. Participants commented on the ease of application of the fluencies and the clear links to the Australian Curriculum.
- The ACEL NT executive have developed 4 new network teams designed to engage current and emerging leaders in professional dialogue and sharing of effective practices. The new network teams are:

1. Principal Leaders
2. Assistant Principals Network
3. Teacher Leaders
4. Katherine Region Network

- A professional learning coalition made up of key organisations such as the NT Centre for School Leadership Learning

and Development (CSLLD), Australian and Northern Territory School Education Leaders (ANTSEL) and ACEL NT was developed. This coalition developed a 12 month professional learning plan to provide current and aspiring leaders in the NT with a range of professional development opportunities. These short courses proved to be most popular and worthwhile.

- ACEL CEO, Aasha Murthy has been facilitating sessions with educators from the Catholic Education Northern Territory as part of the ACEL Leadership Capability Framework. These sessions have been extremely well received. Aasha has also continued to develop relationships with system leaders in NT education such as the Chief Executive of the Department of Education and Early Childhood Services (DECS). Aasha also met with the Deputy Chief Executive, Executive Directors and Directors of School Performance of DECS to discuss possible Learning and Development opportunities.
- Current negotiations are taking place between ACEL and the Darwin Education Region to develop professional learning opportunities such as the Executive Leadership Program, Leadership Capability Framework and 360 degree feedback.
- Ongoing Promotion of key ACEL products and programs through various NT Networks.



The committee has also ensured the recognition of long term Northern Territory educational leaders through the National ACEL Awards. Our nominees this year have long and distinguished careers in providing outstanding leadership and education to school communities in urban settings as well as remote communities. Our Honorary Fellowship for 2013 went to Marg Fenbury, Principal of Karama Primary school in Darwin. Marg has been a leader in education across the NT for 35 years and is a very deserving recipient.

Tony Roberts
ACEL NT President



ACEL TAS Branch Report

This year, the ACEL TAS Branch has hosted the following events:

In April, a session which included breakfast on the water at Montrose titled "Building a Feedback Culture" was held. Megan Hault and Cath Apanah delivered a session on what this looks like from a school perspective and the practicalities of building a powerful learning community. Principals and teachers enjoyed the session and continued their dialogue via the new Blog.

April also included the launch of the new Tasmanian Blog - www.aceltasmania.wordpress.com. This blog enables dialogue between professionals from across the state and all the sectors. It provides up to date ACEL information, specifically related to our state, a calendar of events, photos of local events, links to key articles or current topics.



In May, the ACEL Tasmanian Branch invited educational leaders from all levels and all sectors to join us for a network gathering and brief forum on the topic of engaging young leaders – 'Harnessing the Passion' - delivered by Melanie Irons. Melanie is a young Tasmanian who is rapidly building a reputation as a self-motivated leader with heart and passion. Melanie took the initiative to set up a Facebook support site for the victims of the Dunalley and Tasman Peninsula fires in January of this year. She is a great inspiration and a model for young emerging leaders of today. It was a fantastic event and many of our members left with inspiration and a 'can do' approach to their work.

Awards

Tasmanian Eminent Educator of the Year 2012.

Mr Andrew Barr – current Principal of Scotch Oakburn College.

ACEL TAS Fellowships

Dr Julie Rimes - Director of Collegiate Institute [formerly The Kilburn Institute]

Ms Mandy Reynolds-Smith - Principal Montrose Bay High School

Tasmanian Awards for Excellence in Educational Leadership 2012

Ms Sally-Anne Fowler - Teacher and K-10 Literacy Leader the East Tamar Federation, Launceston

Mrs Donna Bucher - Senior Advisory: Curriculum and Pedagogy at the Tasmanian Catholic Education Office

Mr Stephen Walley - Secondary Renewal Project Leader, Learning Services North, Department of Education, Tasmania.

Tasmanian Growing in Leadership Awards 2012 (for early career teacher/leaders)

Ms Jo Longbottom - Teacher Montrose Bay High school

Mr Stewart Bennett - Teacher Mt Carmel College

As always the membership base in a small state continues to challenge us and we remain creative in providing professional learning.

Anne Foale
ACEL TAS President

Committee Report 2012/13

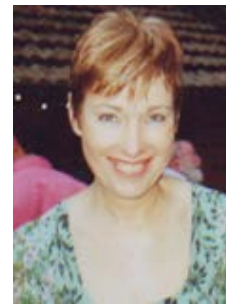
The Audit and Risk Management Committee (ARMC) is a committee of the ACEL board, established to assist the Board of Directors in the corporate governance of ACEL and provide assurance regarding matters related to financial management and reporting, external audit and risk management of the organisation. In accordance with the ARC Charter the committee conducted an annual evaluation of their performance and an annual review of the charter.



Michael King



Graham Chadwick



Jenny Stanley

The committee has an annual program of work approved by the Board to ensure the committee acts in accordance with the charter. This financial year the committee has monitored the effectiveness of the organisation's internal control framework, risk management processes, external reporting requirements and external audit. The committee is working with the organisation to ensure an effective risk management framework is in place and finalising a board manual outlining the key policy and governance arrangements for ACEL. The committee met with the external auditor and key accounts officer in February to identify and discuss any areas for improvement and the Chair met with the auditor post the 2012/13 financial statements. The committee reports to the board at each board meeting.

ACEL Fellowships

Robyn Bell QLD
Kerrie Blain ACT
Simon Clarke WA
Michael Dahl SA
Simon Gipson VIC
Dianne Joseph ACT
Garry Le Duff SA
Toni Elizabeth Meath VIC
Dennis Mulherin QLD
Coralee Pratt VIC
Brian Ralph NSW
Phil Ridden WA
Paul Rijken SA
Brett Shackleton QLD
Carolyn Woodhouse VIC

ACEL Honorary Fellowships

Allan Blagaich WA
Leonie Clelland WA
Tony Cook ACT
Margaret Fenbury NT
Richard Gill QLD
Paul Matthews WA
Helen McGrath VIC
Erica McWilliam QLD
Paul Swan WA
Leonie Trimper SA

Keith Tronc Award for Outstanding Teacher Leadership

Jenni Holders ACT

Nganakarrawa Award

Norm Hunter QLD

Hedley Beare Award for Educational Writing

Neil Dempster QLD

Gold Medal

Paul Brock NSW



ACEL 2013-2016

STRATEGIC PLAN

OUR PURPOSE

- To inspire, support and recognise excellence in educational leadership across all sectors
- To represent the 'student as a learner' to the educational community

OUR STRATEGIC INTENT (VISION)

To cultivate a high level learning community of educators by:

- A. Enhancing Leadership Capacity through delivery of Programs, Events and Publications
- B. Elevating the Standing of Educational Leadership including Recognition of Excellence
- C. Representing and Advocating for the Educational Profession
- D. Building organisational capacity at a Board, Branch and Corporate level

OUR GUIDING PRINCIPLES

- We recognize each person's contribution to the success of ACEL,
- We share the excitement and benefits from learning and working together.
- We provide member services built on innovation and researched-based evidence
- We serve our members, customers and suppliers with respect,
- We strive to ensure that ethics and integrity are recognised as an integral part of the ACEL brand
- We create innovative structures and responses to the changing world of educational leadership

OUR PORTFOLIO OF PROGRAMS & SERVICES

- Networking opportunities for our members
- Awards & Recognition of excellence in education
- Mentoring and support to members
- Full Calendar of Events & Conferences
- Leadership Programs and Workshops
- Professional Publications and Journals
- Comprehensive Catalogue of Books and eResources

A: ENHANCING LEADERSHIP CAPACITY THROUGH DELIVERY OF PROGRAMS, EVENTS AND PUBLICATIONS

	OBJECTIVES	ACCOUNTABILITY	WHAT WILL SUCCESS LOOK LIKE? (TARGETS)
1.1	Foster the development of innovative, relevant, and effective educational professional development	National Office (supported by the specific Branch Executive/s involved)	<ul style="list-style-type: none"> • At least 1 new major national event/conference added to ACEL's annual calendar of events • Engagement with a new sector of the educational community (i.e. Early Childhood, Special Education) • Revenue of 150-200K per year from PD events
1.2	Expand the reach of ACEL events into more regional areas in Australia.	Branch Executive (supported by the National Office)	<ul style="list-style-type: none"> • 12 new regional branch networks formed in strategically selected locations • 10 regional events per annum added to the events calendar
1.3	Ensure educational leaders are equipped with the resources they need to maximise their effectiveness and impact.	National Office	<ul style="list-style-type: none"> • 10% increase cross-selling of membership and books at events • 20% increase in traffic to the AEL website • 20% increase in AEL subscriptions • 30% increase in bookshop sales by the end of 2016 (baseline 125K)
1.4	Increase readership and penetration of e-Publications.	National Office	10% increase in e-Publications subscriptions (baseline 95K)
1.5	Develop a portfolio of relevant, leading edge leadership programs including mentoring	National Office working with strategic alliance partners and clients.	100-150K revenue per year from portfolio of programs

B: ELEVATING THE STANDING OF EDUCATIONAL LEADERSHIP INCLUDING RECOGNITION OF EXCELLENCE

	OBJECTIVES	ACCOUNTABILITY	WHAT WILL SUCCESS LOOK LIKE? (TARGETS)
2.1	Honour educators in writing in ACEL literature and publications	National Office	<ul style="list-style-type: none"> • Profile members in weekly news • Profile excellent leadership in AEL • Fellows and awardees recognised on website
2.2	<p>Increase participation (nominations and attendance) for the National awards, State awards, Tertiary awards, Life & Lifetime Membership.</p> <p>Nominate members for higher awards – e.g. Order of Australia.</p>	National Office (supported by the Branch Executive)	<ul style="list-style-type: none"> • Increased awards nominations for all award types • Nomination of members for external recognition & awards • Wider knowledge of ACEL awards in the education community
2.3	Build capacity of ACEL members, especially tertiary, to contribute literature on leadership	National Office working with Minnis Journals	<ul style="list-style-type: none"> • 15% Increase the number and variety of contributors for the Australian Educational Leader (AEL) • Increased contribution by tertiary sector to L&M

C: REPRESENTING AND ADVOCATING FOR THE EDUCATIONAL PROFESSION

	OBJECTIVES	ACCOUNTABILITY	WHAT WILL SUCCESS LOOK LIKE? (TARGETS)
3.1	Build the capacity of branches to develop ACEL networks	Branch Presidents & Executive (supported by the National Office)	<ul style="list-style-type: none"> Each state runs at least 4 ACEL network events per year
3.2	Increase membership	National Office	<ul style="list-style-type: none"> At least one member in 40% of Australian schools (baseline 2220 schools) Institutional membership (2+ members in school) in 10% of Australian schools (baseline 210 nos.) Double Teacher Leader membership in 3 years 20% increase in retired members (baseline 260 nos.) 30% increase in membership from Early Childhood sector (baseline 39 nos.) 10% increase in pre-service membership (baseline 3 nos.)
3.3	Build international membership base, in particular NZ, Middle East and Asia	National Office	<ul style="list-style-type: none"> 20% increase in international membership (baseline 190)
3.4	Communicate Leadership's vital role in addressing Australia's education challenges to Policymakers and the education community at large.	Board Members /CEO	<ul style="list-style-type: none"> Monthly media releases commenting on emerging issues Joint media releases with ACE

D: BUILD ORGANISATIONAL CAPACITY AT A BOARD, BRANCH AND CORPORATE LEVEL

	OBJECTIVES	ACCOUNTABILITY	WHAT WILL SUCCESS LOOK LIKE? (TARGETS)
	Develop governance structures that are relevant to a peak not-for-profit organisation	National Board	<ul style="list-style-type: none"> National Board composition reflects the needs of a not-for-profit organisation with a turnover of around \$2,000,000 There is clear differentiation between the roles of the National Board, National Office and State Branches The relevant sections of the ACEL constitution have been reviewed and amended The governance structure of the organisation is externally reviewed in July 2015
	Development of communication channels to include members	National Office	<ul style="list-style-type: none"> Communication structures have been developed that ensure that all members have the opportunity to provide feedback to the National Board
	Develop the capacity of our people	National Office	<ul style="list-style-type: none"> An induction program for new National Directors is developed An annual governance training program for National Directors is implemented National Office staff attend relevant professional learning that supports their capacity to perform their role and build their capacity for future roles. Build the capacity of branch members and branch executive for the purpose of succession planning

Income	
Branch Support	\$38,086.00
Business Development	\$748,068.00
Professional Learning	\$421,456.00
Publications and Research	\$233,322.00
Interest Received	\$15,924.00
Total Income	\$1,456,856.00
Cost of Sales	
Branch Support	\$53,586.00
Business Development	\$167,601.00
Professional Learning	\$202,972.00
Publications and Research	\$108,563.00
Total Cost of Sales	\$532,722.00
Gross Profit	-
Expenses	
Administration	\$292,152.00
Salaries and Wages	\$443,500.00
Superannuation	\$51,356.00
Other	
Total Expenses	\$787,008.00
Operating Profit	-\$139,998.00
Other Income	
ACEL Conference 2012	\$322,520.00
Total Other Income	\$322,520.00
Net Profit	\$459,645.00
Retained Profit at the Beginning of the Financial Year	\$139,998.00
Retained Profit at the End of the Financial Year	\$599,643.00

Assets	
Current Assets	
Cash	\$915,417.00
Receivables	\$4,388.00
Inventories	-
Total Current Assets	\$919,805.00
Non Current Assets	
Other	\$12,397.00
Property, Plant and Equipment	\$1,715.00
Total non Current Assets	\$14,112.00
Total Assets	\$933,917.00
Liabilities	
Current Liabilities	
Accounts Payable and Other Payables	\$312,193.00
Provision for Employee Benefits	\$22,081.00
Total Liabilities	\$334,274.00
Non Current Liabilities	
Total Liabilities	\$334,274.00
Net Assets	\$599,643.00
Equity	
Retained Surplus	\$599,643.00
Total Equity	\$599,643.00



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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