



2013-2014
ANNUAL REPORT
AUSTRALIAN COUNCIL FOR EDUCATIONAL LEADERS



ACEL 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.

ACEL //

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

ACEL // FROM THE PRESIDENT



NO MATTER WHICH WAY YOU MEASURE SUCCESS — PRODUCTIVITY, COST BENEFITS, RESULTS, STAKEHOLDER SATISFACTION — THE ONE THING EVERY TEST HAS IN COMMON IS THAT SENSE OF ACHIEVEMENT THAT COMES WITH A JOB WELL DONE.

All of us who work in education have had those moments where marking a paper with an A+ feels just as good for the teacher as it does for the child getting the grade.

In the last 12 months, there has been an amazing amount of hard work undertaken by some of the country's most passionate educators on behalf of the Australian Council for Educational Leaders — tireless individuals investing their professional and personal expertise not only into the success of this organisation, but to strengthening our profession from the ground up. From the Board members to Aasha Murthy our talented CEO and all the hardworking staff behind the scenes,

there has been a unified commitment as we have worked to make a difference in an environment that ultimately impacts on every single person. At a time when education is being debated and identified as a priority from politicians to everyday Australians, there is much to celebrate in acknowledging the pivotal role that ACEL plays in enhancing educational outcomes across the country.

Financially in 2013-14, we have boosted our retained earnings at ACEL by more than a third to in excess of \$1 million with more than \$1.3 million in term deposits and an annual profit of \$402,000, all in the face of another year of tight fiscal constraints. The benefits, aside from money in the bank, allow us ongoing flexibility and sustainability. Our strategic intentions are now more about how to invest back into the profession rather than battling to stay solvent.

Our strength in membership has also been reflected by increasing interest in our organisation. There has been major growth in branch activity around the states and territories with more memberships and localised events that collectively improve professional development, knowledge and networks. As a result of this growth, and to promote ongoing development in 2014 we created a new Director of Education position to further strengthen our strategic links, partnerships, programs and profile. We are thrilled that Mr Peter Hayes has joined our thriving organisation after moving to our National Office in Sydney from Perth. We are fortunate to have someone of his calibre in this important position and we look forward to this role evolving over time.

In this spirit of working together, our collaboration with the Australian Special Education Principals' Association (ASEPA) led to the successful First Asia Pacific Congress on Creating Inclusive Schools, a dynamic two-day event in May that I was privileged to attend alongside so many eminent professionals in the field. I am sure that our next big ticket event to take

centre stage, our national conference in Melbourne in October, will be equally productive. Drawing experts from Australia, New Zealand, Saudi Arabia, Singapore, the USA and the UK, we want to challenge school leaders to invigorate and refresh the way they are working.

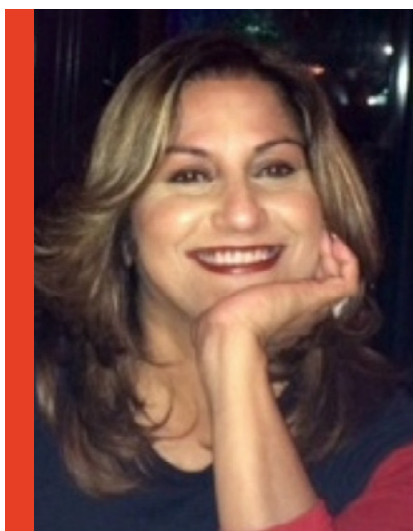
Ultimately, that's something we all need to do; challenge ourselves to learn from the past with an unwavering commitment to critically looking at ways of making things better in the future. ACEL plays a key role in supporting individuals to make this happen by advocating for the profession, linking to professional learning opportunities and investing more broadly through partnerships with organisations like McREL International, a private education research and development corporation which will, over the next two years, generate a host of positive activities including co-hosted state-based conferences exploring the 'future of schooling', training teams around instructional leadership and aligning research.

In closing I would like to acknowledge two of our long-serving Board Members, Helen Starr and Chris Presland who have recently completed their terms of office as national Board Members. Both Helen and Chris have been forthright in advocating for the profession through their strong voices within ACEL and their collective contribution to the resurgence of the organisation cannot be overestimated. It was been a privilege to have worked alongside both committed and talented educators and we look forward to their continued guidance and support as ACEL continues to grow and prosper.

I thank all ACEL members and in particular those of you who serve as office bearers in each state and territory for your leadership and willingness to work towards improving the educational prospects and performance of every student in this country.

// Dr. Jim Watterston
President

ACEL // FROM THE CEO



WE ARE A STORIED SPECIES AND HOW WE FACE UP TO OUR EXISTENTIAL CHALLENGES PROVIDES OUR SENSE OF SELF-IN-TIME.

Three years ago when I took on the redoubtable mission of turning-round ACEL's fortunes, I entered what Bennis calls a crucible of leadership, but I did not do so alone. As I have worked with our committed Board, our dedicated membership, our engaged community, and our highly motivated management team, I have learned anew the power of adaptive capacity, shared meaning, unified voice, and soul-deep integrity. This report is as much about chronicling ACEL's brilliant performance in the year that is drawing to a close, as it is about humbly acknowledging the amazing contributions of all our stakeholders who have made this such a fruitful and productive time for ACEL.

It is in the very nature of sustainable existence, that an organisation's growth, and its freedom to do extraordinary things are inextricably linked. This axiom underlines the importance of managing both the routine and repetitive every-day and the complex non-programmable future, for ACEL's continued prosperity. Self-sufficiency at an operational level and self-sustainability in the long-term are two sides of the same coin. It is therefore extremely gratifying to note that even

as ACEL has grown its surpluses, it has also diversified the sources from which revenues have been generated. Importantly, tight controls on operational spending and a vigilant eye for savings have been integral to these achievements.

ACEL's strong financial position at the end of FY 2013-14 reflects these salutary developments. Retained earnings have crossed the million-dollar mark (\$1,002,113 as of 30th of June 2014) boosted by a very healthy net surplus for FY 2013-14 of over four hundred thousand dollars (\$402,470). Significantly, for the first time in recent history, operating profit from the core business (\$212,073) has been greater than the net income from the annual conference (\$153,146). This stellar performance has resulted in a robust cash position (balance of over 1.3 million dollars), which in turn has been prudently banked (term deposit investments of over 1.2 million dollars).

Financial security is liberating not in and of itself, but because it enables ACEL to pursue the core strands of its strategic intent of cultivating a high-level learning community of educators. Three notable events encapsulate how organizational stability translates into augmented services for members and the educational community, and increasing support for branches and their networking events:

1. The first Asia-Pacific Congress on Creating Inclusive Schools that ACEL co-hosted with ASEPA on the 1st and 2nd of May, had the evocative theme of Reflect, Shift and Transform. Nearly two hundred delegates were urged by our plenary speakers to make inclusivity a core agenda in schools. ACEL is committed to making this Congress a standard fixture to provide all its members with a platform to join forces on this vital issue.
2. "Putting Faces on the Data," was a series of eight workshops that Canadian educationist Doctor Lyn Sharratt ran nationally in May and June 2014. The engagement and involvement of over nine hundred participants in these sessions and their uniformly positive feedback thereafter suggests that the
3. ACEL's Executive Leadership Program with Principals and System Leaders participating across Western Australia, Northern Territory, and New South Wales has established a springboard for ACEL's future professional learning and development initiatives.

workshops were a great success and are worth rolling-out to new locations.

Two key future initiatives that our continued prosperity will underwrite are: firstly the systemic channelling of ACEL's state and national fellows' thought-leadership for the benefit of the wider educational community; and secondly, cultivating voice and agency for the educational profession enabling it to weigh-in on issues and agendas that affect its environment.

Finally, any report on ACEL's performance in 2013-2014 would be incomplete if it were not to acknowledge the singular contribution of the people at the heart of its success. The gestalt of their individual efforts has delivered great results.

ACEL's team at the National Office operationalizes the organisation's strategic intent and acts to deliver on our commitments to our membership and the larger educational community. ACEL's Branch Executives give freely of their time and passion to champion and realise our mission. Our Lifetime Members, Fellows and other Awardees share their experience and expertise and thus enrich and motivate our larger community. Our President and Board provide responsible stewardship for an organisation that is in resurgent growth and our Members connect with, patronise and enliven our endeavours on their behalf. I dedicate ACEL's growth and well being to repaying you for your ongoing confidence and support.

// Aasha Murthy
CEO

ACEL //

BOARD OF DIRECTORS 2013-14



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*



Christine Cawsey
Independent Director



Helen Starr
*Branch Appointed
Director /QLD President*



Dr Jenny Stanley
*Branch Appointed
Director /SA President*



Anne Foale
*Branch Appointed
Director /TAS President*



Ann McIntyre
Independent Director



Jeremy Beard
*Branch Appointed
Director /VIC President*



Keith Newton
*Branch Appointed
Director /WA President*



Kevin Richardson
Independent Director

ACEL // MEMBERSHIP

ACEL MEMBERSHIP HAS CONTINUED TO GROW AT A CONSISTENT RATE OVER THE PAST YEAR THROUGH BOTH THE RETENTION OF EXISTING MEMBERS AND ATTRACTING NEW MEMBERS TO ACEL.

Over the past year almost 900 new members have joined ACEL for an overall growth of over 200 members.

New ACEL membership has increased across all states and territories compared to the previous financial year.

We have recently acknowledged the longstanding support of 10 members who have become Lifetime Members – that is, Retired National Fellows who have been ACEL members for 20 years or longer.

Significant effort has been spent on engaging with lapsed members, which has yielded positive results in membership renewals.



"[The value of ACEL Membership is] most certainly the idea of connecting to cutting edge ideas and people who work towards leading best practice and beneficial change in the education sector."

Matt Esterman (NSW)



"Being an ACEL member has assisted me as a leader, in identifying the need for change, providing evidence to support those changes or modifications of practice, and building support for continuous improvement. It has been invaluable in helping me develop the leadership capacity of my staff so that we together build sustainable professional learning communities within faculties, across and beyond the school."

Cassy Norris (NSW)



"Being an ACEL member has enabled me to maintain essential ties with practitioners and schools that have created opportunities to connect the 'castle of the academy' with the 'castle of the school'."

Prof. Simon Clarke (WA)



"Being a member of ACEL provided [interaction] across all educational sectors and the friendships that I have developed as a result broadened my educational perspective and provided me with a highly professional platform to share opinions and experiences. I look forward to all ACEL publications and take time to savour the articles. These have been invaluable resources for me and act as a stimulus for discussion with school staff and other leadership groups."

Coralee Pratt (VIC)



"ACEL membership has provided me access to a cross-sectoral network of educational leaders which has supported, mentored and guided me through my career as it has evolved over the last 20 years. It has also engaged me with a level of thought leadership through its publications and conferences that have not been accessible elsewhere."

Simon Gipson (VIC)



ACEL // EVENTS

2013-2014 HAS BEEN ANOTHER STRONG YEAR FOR EVENTS AT ACEL. BOTH THE VOLUME AND FREQUENCY OF EVENTS, NUMBERS OF ATTENDEES AND PROFITABILITY HAS REMAINED VERY HIGH AS WE STRIVE TO CONTINUE DELIVERING HIGH QUALITY PROFESSIONAL LEARNING AND NETWORKING OPPORTUNITIES TO OUR MEMBERS AND THE EDUCATION COMMUNITY.

A number of 2-day workshops led by Lee Crockett were run in selected cities and designed as a follow-up to previous workshops were well received by those who attended.

Additionally, this period also saw the first Australian national tour with Dr. Lyn Sharratt titled **'Putting Faces on the Data'**. This series of workshops was extremely well attended with over 900 participants across the country, and the feedback received was very positive overall.



1st - 2nd May 2014, Sydney
**REFLECT SHIFT
TRANSFORM**
The First Asia Pacific Congress
on Creating Inclusive Schools

2014 ASEPA & ACEL CONGRESS ON CREATING INCLUSIVE SCHOOLS: REFLECT SHIFT TRANSFORM

The First Asia Pacific Congress on Creating Inclusive Schools, themed **'Reflect, Shift, Transform'**, took place at SMC Conference & Function Centre in Sydney on 1-2 May 2014. Over 200 participants engaged in what was an absorbing couple of days and the quality of the keynote and concurrent sessions were fantastic culminating in a very rich learning experience.

The event featured a fantastic lineup of keynote speakers included Senator Bridget McKenzie, Warren Mundine, Dr Mary Feng Yan, Prof. Philip Garner, Prof. Tony Shaddock, Sara James, Leith Comer and Prof. Brian Caldwell.

ACEL takes seriously this crusade to make Inclusivity a core imperative in all schools across the country and the wider Asia-Pacific.

Dr. Lyn Sharratt **'Putting Faces on the Data'**



ACEL //

EVENTS



NATIONAL CONFERENCE 2013

The ACEL 2013 National Conference – ‘The Future is Now’ – was held in Canberra, ACT on 2-4 October 2013. The Conference featured 9 keynote presentations (including the William Walker Oration), 3 ‘lead paper’ sessions and over 70 concurrent presentations/workshops.

The Conference was attended by around 700 delegates, including representatives from all education sectors and came from every State and Territory in Australia. There were also international delegates from New Zealand, the United States, Bhutan, Pakistan, Papua New Guinea and Ghana.

Tony Cook, Associate Secretary of the Department of Education, opened the conference. The Student Discussion Panel, which brought together students from across the ACT sharing their thoughts and insights on education, was a major highlight of the Conference and hugely insightful for those who attended. Other keynote speakers included Dr Bob Brown, Prof Kirsti Lonka, Lee Crockett, Michelle Grattan, Dame Pat Collarbone and Prof Barry McGaw.

The Conference Gala Dinner, held at the National Arboretum, was well attended and was a fantastic evening of networking and celebration.



ACEL // PUBLICATIONS

ACEL STRIVES TO CONTINUE DELIVERING HIGH-QUALITY, RELEVANT AND TIMELY ARTICLES, OPINIONS AND RESEARCH TO OUR MEMBERS AND SUBSCRIBERS.



BOOKS

Over the past 12 months, the titles available to purchase through ACEL's online bookshop (for both members and non-members) has been further expanded. We have introduced a new-format ACEL book catalogue in March this year that highlights best-selling and latest books, separated by category, including Assessment, Curriculum, Leadership, Special Needs, Technology and General Education.

Monthly feature titles are specially selected books targeted to a specialist educational group or topic each month, available at a discounted rate for that month. Feature title topics that we have covered in the last twelve months have included "principal leading", "digital technology", "social media strategy", "inclusive schools", "teacher leadership", "grading", "standards" and many more.



E-PUBLICATIONS

This year ACEL produced a suite of e-Publications with new topics and authors who are exceptional in their respective fields.

ACEL offers subscriptions for three e-Publications – e-Teaching, e-Leading and e-Shortcuts. Subscribers receive content by email weekly and monthly.



ACEL //

PUBLICATIONS

JOURNALS

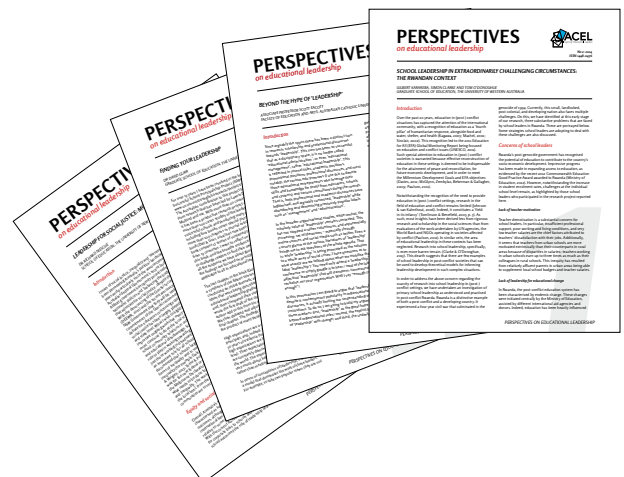
In the past year, themes for ACEL's flagship journal **Australian Educational Leader (AEL)** have included Leadership vs Autonomy, Quality Teaching, Student Outcomes. Every issue is available in hard copy and also viewable on the dedicated AEL website which allows members and subscribers to engage in meaningful discussion about every article.



Leading & Managing (L&M), ACEL's peer-reviewed academic journal, explored themes such as Educational Leadership with Indigenous Partners, Leadership Succession & Retention, Professional Companionship, Upward Supportive Communication, and many others.



ACEL's '**Perspectives on Educational Leadership**' continues to provide Members with regular bite-sized articles on current issues of interest for educational leaders. Articles this past year have included School Leadership in Extraordinarily Challenging Circumstances: The Rwandan Complex, The Role of Gratitude in Helping School Leaders Strengthen Relationships, and Engaging with the Complexity of Contemporary School Leadership.



ACEL // ACADEMY

THE ACEL EXECUTIVE LEADERSHIP PROGRAM CONTINUES TO ATTRACT PARTICIPANTS ACROSS THE COUNTRY.

The full program has been taken up by a number of school networks in WA and iterations of the program have also been delivered in NSW and NT. The total number of participants involved in ACEL Professional Learning programs in the past year has risen to around 200 including system leaders, directors, principals and school leadership teams.

ACEL's Professional Learning offerings will be further strengthened in the coming year, building on the relationships that have been forged across all sectors in all states and territories. The portfolio will be expanded to include new leadership programs and other initiatives including mentoring and professional support to educational leaders.



"I have worked closely with ACEL on several occasions this year. I have attended three whole day Professional Learning leadership sessions with my Principal colleagues from around the NT. I was so inspired by them that I have invested in ACEL working with the Darwin High School leadership team and entire staff focussing on whole school improvement in these uncertain times. As a result all staff now have a shared vision which will guide us in developing our strategic plan for the next three years."

Trevor Read – Principal, Darwin High School, NT



"I have found the Executive Leadership Program to be not only the most personally challenging PL I have engaged in, but significantly the most rewarding; professionally and personally. It challenged my thinking, made me reassess (and subsequently change) practices whilst affirming much of the way I go about my leadership. I have been exposed to a vast range of concepts and strategies which have added to my 'leadership toolkit', drawing on them when needed. Everyday I plan to 'play my A game' and know that my pursuit for excellence in all that I do is exactly what I should be doing. The relationships built with like minded colleagues through consistently high level and thought provoking dialogue has been extremely powerful."

Leonie Clelland – Principal, Treendale Primary School, WA



ACEL ACT //

BRANCH REPORT

Overview & Branch Executive

The year has been successful with many events to interest, support and value educational leaders in the ACT. Starting with the National Conference in Canberra in October 2013 when we welcomed many hundreds of visitors to the city, ACEL has continued to support educators in their quest for excellence. Due to the hard work of the ACEL National Office, the National Directors and the Canberra Committee, the Conference was applauded as the most rewarding for educational leaders and aspiring leaders in Australia. The Conference Dinner at the National Arboretum was a highlight where guests could see the potential of 100 forests, most newly planted, to represent the 100 years of Canberra as the National Capital of Australia. The planting of seeds and small trees now, to flourish in the future, is a perfect analogy for education: educate the children now for a strong Australia in the future.

Awards and Recognition

The Annual Awards Presentation and Dinner was held in November at the Deck Restaurant, Regatta Point. Once again this annual event was very well attended as educators came to acknowledge and celebrate their colleague's excellence awards in education. Our colleague and Executive Committee member, Anne Coutts, was the guest speaker for the evening talking of her journey in education in



both the UK and Australia. Anne is a recognised educational leader in the ACT and we have gained from her support of the committee.

Events and Advocacy

The annual Currie Lecture and Dinner was held in March at the Great Hall at University House at ANU. This lecture has been held in Canberra since the 1970s and is one of the highlights of the educational calendar for ACEL. It is an evening when the Currie Lecture is delivered by an exemplary educational leader of note in Australia. This year the lecture was delivered by Professor Geoff Masters.

May saw "Breakfast with the Minister" held at the National Portrait Gallery. The ACT Minister for Education, Ms Joy Burch, spoke of her vision and plans for education in the capital for the coming year. This is another annual event keenly anticipated by the educational community and always well attended.

A workshop with Dr Lyn Sharratt as part of her Australian tour was another highlight. Dr Sharratt's approach to the collection of data to improve student outcomes is practical and achievable. Many educators have been inspired by her work, advice and support all around the world.

Future Plans

The ACT ACEL Committee is committed to delivering high-quality events and workshops for the educators in the ACT as well as recognising and rewarding excellence in educational leadership.

I would like to sincerely thank the ACT Committee for their dedication to educational excellence in 2013-2014. They are a committed group of hard-working educators, busy in their own schools/offices, but who are prepared to give their time to support their colleagues to improve educational outcomes in the ACT. I wish the team well for the coming year.

Mark your diaries for the 2015 Currie Lecture and dinner on Thursday 26 March, 6.30pm at University House, ANU.

The support given to the Branch from the National President, the CEO, the Director of Education and the National Office staff must also be acknowledged as pivotal to the success of the organisation. The future is exciting. Thank you all!

Kerrie Blain
Branch Appointed Director
ACT President



ACEL NSW //

BRANCH REPORT

Overview & Branch Executive

Once again in 2014 the NSW Branch Executive of ACEL 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.

In 2014 the Branch 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 again had the largest increase in membership of any State or Territory.
- The NSW workshop with Dr Lyn Sharratt attracted over 130 attendees.
- NSW had the largest contingent in attendance at the 2013 Annual Conference held in the ACT.
- The NSW Fellows and Awards event was a huge success, building even further on the tremendous success of 2013.
- The Branch Executive threw its considerable networking expertise into action in generating registrations for the 2014 ACEL & ASEPA Inclusive Schools Congress.

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 outgoing 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, Jennifer Miggins, Jake Madden (Secretary), Michael Windred (Vice President) and Chris Presland (President).

Events and Advocacy

The ACEL Branch Meeting and Christmas function at the end of 2013 was a delightful way to round off last year and laid the foundations for much of what has occurred in 2014. It was also nice to have the opportunity to mingle with some of our members who came along to meet the Executive.

The efforts made the previous year in re-establishing the Greater Riverina ACEL Committee were continued over the last 12 months. It has been gratifying to see ACEL becoming prominent once again in a part of the state that has so much ACEL heritage associated with it.

The New England group, which also has a long and successful history, continues to work hard and once again held a very successful Awards function in conjunction with ACE.

Awards and Recognition

The ACEL NSW Awards night was held on Friday July 25th at the Novotel Hotel at Ultimo. The event was attended by around 100 prominent educators, included a cocktail reception and dinner as well as the presentation of the 2014 NSW awards. It was an outstanding event and was clearly a showpiece for ACEL.

The major award winners were;

Michael Bezzina who received the Patrick Duignan Award,

Yasodai Selvakumaran who received the Mary Armstrong Award,

Jane Caro who received the ACEL NSW Media Award,

Cameron Paterson who was inducted as a Fellow of ACEL NSW,

A range of ACEL Leadership awards were also presented to the Blue Mountains Ukulele Group, Helen Elliott, Margaret Heslin, Stefanie Lia, Karen Maraga, Mario Radisic, John Kyle-Robinson, and Rooty Hill High School.



Best wishes

For me, my term as President of ACEL NSW and National Board member has come to an end. I have served on the Board of the company for six years now and in the spirit of our Constitution I do not intend to stand for office again. ACEL has had many ups and downs over the years and it's time for some new faces to work towards helping the organisation meet the challenges of the future. I leave the organisation at a time when it's short term financial security is in its strongest position ever, and it's longer term survival, in an increasingly competitive market place, will require even more sensitive, aware and intelligent leadership.

New Leadership for ACEL in NSW

NSW has selected a new executive to lead the NSW ACEL branch. The new executive consists of Ann McIntyre, Andrew Frazer, Barry Pecar, Brian Hickey, Greame Ross, Kuldip Khehra, Jennifer Miggins, Lila Mularczyk, Norma Petrocco, Peter Langfield and Vicki Treble.

I am delighted that Ann McIntyre has been elected as the new ACEL NSW President. Her capacity, intelligence, dignity, passion and compassion will be valuable asset to the NSW Branch and the Board. I extend my very best wishes to the incoming NSW Branch Executive and I am confident that this team has the ability to meet all of the challenges that lay ahead.

Chris Presland
Immediate Past President
NSW Branch

ACEL NT //

BRANCH REPORT

Overview and Branch Executive

The ACEL NT Branch has had a busy year with our focus on developing pathways and strategies in building leadership confidence for our future leaders. The NT Branch has continued to grow with the inclusion of new branch members. Over the past twelve months the NT Branch has run several in house presentations and forums for teachers who aspire to or interested in leadership development. These events and activities gave aspirant leaders the opportunity to reflect, enquire in dialogue with peers to support developmental pathways and how ACEL could support future growth and opportunities for teachers as leaders.

Awards and Recognition

ACEL NT was very excited that the NT Branch nomination of Regina Thompson for the award of ACEL Honorary Fellowship was endorsed by the National Awards Committee. Regina is a committed teacher and has taught and led schools in various education contexts throughout the NT. Regina currently is Acting Principal at Milner Primary School in Darwin.

The NT Branch is also developing links with our local ANTSEL branch who supports NT leaders which includes an awards evening for its members.



Events and Advocacy

ACEL branch members and principals have engaged in several workshops led by ACEL CEO Aasha Murthy which has established a culture of collaborative learning throughout our leadership fraternity. These workshops have been based on modules from the ACEL Executive Leaders program and have been very well received by participants.

The Northern Territory had the pleasure of working with Dr. Lyn Sharratt this semester which consisted of a full day workshop with over 150 participants, mostly public and independent school principals from the Darwin and Palmerston regions.

During the day the focus was on 'Focused Teaching' – are you a leader of learning? The key message for principals as learning leaders and coaches of curriculum design was to embed student centered understanding of how they personally learn and the ability to determine whether all students can answer the following questions:

- What am I learning?
- How am I doing?
- How do I know?
- How can I improve?
- Where do I go for help?

In conclusion it became clear throughout the workshop that principals must deliberately engage in leading instructional improvement and identify themselves as the strongest leadership factor affecting student achievement in the school, including the necessity for principals to 'participate as

learners' when working with teachers to improve teaching and learning outcomes.

Classroom Profiling NT

Classroom Profiling is a program derived from the Classroom Microskills work of Christine Richmond (1996). ACEL Member David Cox is an accredited trainer in Classroom Profiling and ran a number of "train the trainer" workshops in the Darwin Region. The first two training courses were run this year with a total of 26 educators from Darwin and the surrounding areas successfully completing the course. Key schools in the Northern Suburbs have developed the program into a PD package to allow teachers to buy in to peer-to-peer feedback. This feedback is based on improving positive classroom behaviours and teacher strategies through data collection, analysis and reflection on research. As the program unfolds in the NT we will be gathering data to allow schools to reflect on their journeys of teacher skill improvement.

Future Plans

The NT Branch over the next twelve months will continue to run in-house presentations and forums for teachers to engage in professional dialogue to support developmental pathways and how ACEL can support future growth and opportunities for teachers as leaders.

Tony Roberts
Branch Appointed Director
NT President

ACEL QLD //

BRANCH REPORT

Overview & Branch Executive

ACEL Queensland continues to increase interest and participation, with current Queensland Executive members committed to supporting and growing ACEL membership and education leadership as a priority. On your behalf I would like to acknowledge their passion and energy in growing your organisation, and their enthusiasm for supporting our profession. The valued contribution of the retiring Executive Members has been appreciated: Denis Mulherin, Assistant Director, Lutheran Education and Miles Ford, A/Deputy Principal, St John's College, Forest Lake. As retiring ACEL Queensland President, it has been my pleasure to work as a member of several such committed Branch Executive during my 12 years on the Executive, over five as ACEL Queensland President and National Director.

Awards and Recognition

The 2013 Queensland Awards and Celebration Evening is a highlight. These awards acknowledged educational leaders from across increasingly diverse systems and sectors.

We congratulate all awardees on their educational leadership, particularly Dr Stephen Brown, Miller Grassie Award recipient, and Ms Maryanne Walsh recipient of Outstanding Education Leader Award.



Our newly inducted 2013 Queensland Fellows are noted on the ACEL Queensland website. Sponsorship for Emerging Leaders awardees includes professional learning, ACEL membership and coaching from a Queensland Fellow.

The ACEL Queensland Media Award acknowledged Steve Austin, Broadcaster, ABC Radio, for broadening education debate. Leadership research is recognised through university nomination, with 4 recipients in 2013.

Events and Advocacy

The ACEL Queensland Executive promote leadership and learning through Queensland 2013 signature events. These include the Minister's post-budget address at 'ACEL Queensland Breakfast with the Minister' in June, the 'Miller Grassie Address' at the August ACEL Queensland Awards Evening, the 'ACEL Queensland and National Fellows, Life Members and Retirees Evening' in September, with local area networking through the ACEL Queensland Toowoomba area 'Dinner on the Downs' and the ACEL Queensland Wide Bay sponsorship of the 'Fraser Coast Education Alliance Excellence in Teaching Awards'.

Priorities of advocacy for the profession and supporting education debate include Queensland association partnering, publication of position papers, a planned conference presentation and continuing opportunities for Ministerial meetings.

Future Plans

The incoming 2014-2017 Executive will continue their interest in and focus on leadership, advocacy for the profession and service to members. A key strategy will be promoting member connection through Local Area Network groups. We encourage you to form, or join with, a Queensland Local Area Network group!

The 2012 proposal for connection of members in rural and remote areas, with particular involvement of Fellows, will become a National initiative, and of interest to early career leaders growing their professional leadership.

The Queensland Branch Executive - current, continuing and incoming - welcome your involvement, perspective, suggestions, comment and connection..

Thank you for your continuing support of ACEL Queensland and your National organisation.

Helen Starr
Branch Appointed Director
QLD President

ACEL SA //

BRANCH REPORT

Overview and Branch Executive

The SA Branch Executive for 2013/14 comprised Amelia Angelakis, Cathy Buchanan, Pip Field, Sue Kennedy-Branford, Lynda MacLeod, Marian Parkinson, Phil Reid, Stu Sellar, David Giles, Michael Bell, Carolyn Palmer and Frank Cairns. I sincerely thank the SA executive for their support of the profession through the provision of professional learning, networking opportunities and recognising excellence in the profession. I also thank them for their on-going hard work, support and good humour.

Awards and Recognition

The South Australian Awards night was held on Friday 9th May.

- The 'Alby Jones' Award for meritorious educational leadership achievements was presented to Dr Paul Kilvert, former Chief Executive of the SACE Board.
- The Educational Leadership Learning award for leaders in the first 5 years of their leadership career was presented to Mr Todd Murfitt, Principal St Columba's Memorial School.
- The Educational Leadership Medal recognises exceptional Educational Leadership and was presented to Mr Barry Kahl, Director for Lutheran Schools SA/NT/WA (Retired) and Ms Pam Mc Robbie Principal, Goolwa Primary School.



- The ACEL (SA) Media Award recipient was Ms Annabel Crabb the ABC's Chief Online Political Writer.

I would like to acknowledge sponsorship of this event by Flinders University, School of Education. On behalf of ACEL members I extend my thanks to Professor David Giles and Flinders University, School of Education for their support.

My thanks also to Cathy Buchanan and Sue Kennedy Branford who worked so hard to coordinate this evening and ensure it's success.

Events and Advocacy

The events and advocacy group comprised Pip Field, Stu Sellar, Phil Reid, Lynda McLeod, Carolyn Palmer and Shane Paterson. My thanks to them for organising a range of high quality professional learning opportunities and for supporting the national speakers. A number of local events were organised for members:

- Neville Highett, the 2013 Presidential Citation for his contribution to ACEL, gave an inspirational speech challenging the politicization of education
- Caroline Grantskalns, Chief Executive, Association of Independent Schools of South Australia gave an informative presentation on the quality and improvement journey at Lowther Hall Church of England Girls School.

- Ms Jayne Johnston, Chief Education Officer for the Department for Education and Child Development, spoke of her journey in education and future directions for education.
- Kim Hebenstreit (Principal, Thebarton Senior College) and Peter Mader (Principal, Hamilton Secondary College and President elect of the South Australian Secondary Principals Association) spoke on "Challenges and solutions for education in contemporary society".

My thanks to the speakers who have generously given their time to prepare and present at local ACEL events. The Retired Members and Friends group meets each term over lunch, with a guest speaker. My thanks to Cathy Buchanan for coordinating of these functions.

Future Plans

The focus of the coming year is to gain greater understanding of the requirements of local members, to increase communication through newsletters and social media and provide a forward calendar of local events for 2015.

Dr Jenny Stanley
*Branch Appointed Director
SA President*

ACEL TAS //

BRANCH REPORT

Overview & Branch Executive

At the beginning of 2014 the Branch Executive which was diminishing in number, took a deliberate decision to vigorously encourage more Tasmanian current members to volunteer to join the executive. This was a successful strategy and the nucleus of the previous executive of four was supplemented by eight more enthusiastic and active participants. The process of consolidating the Executive followed on and the general invitation to current and new Executive to make firm commitments to ongoing roles saw 10 nominations confirmed. Thus the final executive for 2014/15 includes Anne Foale [President], Helen Spencer [Secretary] Wayne Brown, Sandra Harvey, Lucy Fisher, Mandy Reynolds-Smith, Alec Young, Joy Matar, Tom Dorey and David Moltow.

Awards and Recognition

The Tasmanian Branch had a wonderful recognition evening in November 2013 and acknowledged Dr John Ewington as the Eminent Educational Leader of 2013, Mrs Di Henning as Tasmanian Fellow for 2013 and Ms Lucy Fisher as an Honorary Fellow for 2013. Awards for Excellence in Educational Leadership were also presented to Megan Houlton and James Clark both from Montrose High School and Kent Moore from The Hutchins School.



Nominations have been called for and arrangements are in hand to hold the 2014 Awards event in the north of the State at the UTAS campus on November 7, 2014.

Events and Advocacy

As the year has unfolded some small networking events were held as well as a very well supported seminar by Lyn Sharratt. Unfortunately a couple of networking events planned had to be cancelled due to small numbers of registrations. We were able to co-host with the Tasmanian Principals' group a breakfast with the new Minister for Education which was well attended. ACEL was also represented as a Sponsor at the State combined Principals conference which was a precursor to the National Conference of APPA which will be held in Hobart next year and at which we will again be a presence.

Future Plans

The Tasmanian Branch of ACEL is very keen to revitalize the local events program for Tasmania. We are working at executive level to put in place a schedule for 2014/15 of events which will provide opportunities for networking with colleagues who are passionate about Education and who want to give back to their profession. We are keen to make this schedule as responsive as possible to the needs of our members at the local level and will again survey our members in regard to their specific needs or suggestions.

Anne Foale

*Branch Appointed Director
TAS President*

ACEL VIC //

BRANCH REPORT

Overview & Branch Executive

The Victorian Branch has continued to have a strong Executive with representation across the sectors.

The 2013/14 Executive

President	Jeremy Beard
Secretary	Helene Hiotis
National Awards	Norma Ashton-Smith
Tertiary Awards	Jan Gregory
ACELNet	Kim Dray
Social Media	Denis Masseni
Publications	Catherine Hart
Social Events	James Henderson
Membership	Leanne Clark
General Executive	Andrew Syme Mary Oski Aine Maher

We farewelled a number of Executive members over the year due to work commitments and travel time. Andrew, Mary, Catherine and Jan all provided outstanding advice and service to the organisation over their time with us and we look forward to their ongoing association with ACEL. We have been exceptionally fortunate that they value professional associations in education and have elected to donate their time. We welcome Coralee Pratt onto the executive for 2014/15.

Awards and Recognition

The awards committee has always been active to ensure that we have appropriate recognition of our members at both state and national level. Much of this is due to the



outstanding work of Norma Ashton-Smith, who is ably supported by Andrew Syme, Mary Oski and Helene Hiotis.

Our State Award recipients were:
Hedley Beare Educator of the Year
 Rodney Knight
ACEL Victorian Fellowship Awards
 Jeremy Beard Kerry Bolger
 Tony Bryant Anne Feehan
 Simon LePlastrier Leanne Di Stefano
Victorian Media Award
 David Brownlow Elaine Brownlow

Our National Award recipients were:
National Fellows
 Simon Gipson Toni Meath
 Coralee Pratt Carolyn Woodhouse
National Honorary Fellows
 Helen McGrath

Events and Advocacy

In 2014 under the guidance of Kim Dray we have an extensive ACELNet events program.

Kaye Fletcher FACEL
Peer observation
 Karen Tweedie
Leadership autonomy/authority
 Gail Major
Purposeful Spaces for nurturing innovation and collaboration
 Annette Rome FACEL
Profit in Education –Who profits?
 Toni Meath FACEL
Creating a school where the gifted thrive
 Zane Ma Rhea
Leading and Managing Indigenous Education in the Postcolonial World

Jeremy Beard FACEL
Creating a Culture of High Expectations
 Tony Bryant FACEL
Leading in a Technological World

In addition we ran successful events in Shepparton, supported by Jan Gregory, and a first event in Ballarat, supported by Kaye Fletcher.

The 2014 Fellows dinner in September launched the Patron's Lecture Series. Our patron, Professor Brian Caldwell, invited Professor John Hattie to deliver the inaugural lecture titled 'Can Australian Education Become Self-Transforming?'

Future Plans

In 2014/15 the Executive will be looking to build on its strong foundation. The ACELNet calendar and the Fellows dinner will form the backbone of our Events program.

We are looking to expand our fellows program to include Professional Dialogue with School Leaders. This initiative will connect school leaders with an outstanding educators. This service is available to all member schools.

The Executive will continue to look for ways to enable all members to have the opportunity to access the array of opportunities available through being a member of ACEL.

Jeremy Beard
 Branch Appointed Director
 VIC President

ACEL WA //

BRANCH REPORT

Overview & Branch Executive

Western Australia, for the first time in many years, had a full complement of thirteen nominations for available positions on the Branch Executive Committee for 2014 -2017. Although there was no need to go to an election, the intent had been to institute electronic voting to all WA members in place of the previous practice of only those in attendance at the Annual Branch Meeting being able to vote. This is in line with the Branch Executive's view that it should operate in an open and accountable manner.

The work of the outgoing committee is acknowledged and valued. Special mention is made of immediate past Branch President Mr David Lin for his long standing, dedicated contribution to the development of the Branch.

Awards and Recognition

As in previous years ACEL WA recognized the work of outstanding leaders who promote and lead education across all sectors within WA. Professor Ron Oliver Deputy Vice-Chancellor at Edith Cowan University officiated at an outdoor twilight awards evening held in the historic and picturesque grounds of the Catholic Education Office. Over 80 people attended the ceremony to acknowledge the work of Christopher Booth, Ray Boyd, Julie Carson, Karen



Duncan, Sherry Egan, Anne Ford, Janette Gee, Gayle Higgins, Neil Hunt, Rev Peter Lawrence, Mary Margetts, Michael Morgan, Peter Mulcahy; Keith Newton, Jacqui Quartermaine and Garth Wynne; and to honour Ms Audrey Jackson AM who was awarded the Pre-eminent Educational Leader of the Year.

Events and Advocacy

The highly successful "Hot Topic" series of seminars that commenced in late 2013 continued throughout 2014, and will again in 2015. These focus on topics recommended by members and feature expert panel input with audience participation and networking. Similarly the Branch hosted, and will continue to host, high profile scholars such as Lyn Sharratt, and provide logistical and professional input for the growing up-take of the "Executive Leadership Program". This program has now been delivered to over 80 participants with a further 25 signed-up and more to come. Cordial and fruitful relationships continue to be held with the Minister for Education, The Department of Education, the Catholic Education Office, AISWA and local universities.

Future Plans

A new sub-committee structure comprising "Fellows and Awards"; "National Events"; "Branch Events"; "Membership"; "Advocacy and Publications"; and "Digital Communications" has been instituted for 2014-2017 to ensure high quality services to members and the strategic direction set for the development of ACEL in WA is achieved in close alignment to the ACEL's strategic plan. Each is headed-up by a member of the Executive and will comprise interested persons from within the general membership. Added to this is a new communication strategy based on instant access through "anywhere, anytime" digital technology. ACEL is, and will remain, the place to go in WA for everything to do with educational leadership.



Keith Newton
*Branch Appointed Director
WA President*

ACEL //

AUDIT & RISK

ACEL Audit and Risk Management Committee report 2013/14

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 ARMC Charter the committee conducted an annual evaluation of their performance and an annual review of the charter.

The committee has an annual program of work approved by the Board to ensure the committee acts in accordance with the charter. Meetings are conducted either face-to-face or via Skype. This financial year the committee focused on the development of a policy framework to ensure internal controls are in place to protect the organization, members and staff. The committee has monitored risk management processes, external reporting requirements and external audit as well as monitoring the monthly financial reports. The committee has communicated with the external auditor to identify and discuss any areas for improvement. The committee reports to the board on the activities and findings of the committee at each board meeting.

ACEL Audit and Risk Management Committee Appointment Cessation and Attendance Record 2013/14

			2013				2014			
			July	Aug	Oct	Nov	Feb	March	May	June
Member	Appointment Date	Cessation Date								
Jenny Stanley	21/12/10		•	•	•	•	•	•	•	•
Graham Chadwick	21/12/10		•	•	x	•	•	•	•	•
Michael King	8/12/11		•	•	•	•	•	•	•	•
Total Members Present			3	3	2	3	3	3	3	3

• Present x Apology



Graham Chadwick



Michael King



Jenny Stanley

ACEL //

2014 AWARDEES

ACEL extends our congratulations to our 2014 Fellows and Awardees.

Fellows and Awardees are nominated by ACEL Members and go through a rigorous review process by our National Awards Committee, which is made up of a representative from each state and territory. We take very seriously the responsibility of honouring those that display a true commitment to excellence in the field of educational leadership.

We extend our gratitude and appreciation to our Fellows and Awardees for their contribution to educational leadership. Their tireless efforts in the field are admired and appreciated and ACEL and the wider community are richer for them.

The 2014 ACEL National Awards Ceremony will take place at the Melbourne Convention & Exhibition Centre on the evening of Thursday 2nd October 2014.

ACEL Gold Medal

David Gurr

Nganakarrawa Award

Ken Avenell

Hedley Beare Award for Educational Writing

Neil Cranston

ACEL Keith Tronc Award for Outstanding Teacher Leadership

Alice Dunlop

ACEL Fellowship

Ray Bloxham
Ray Boyd
John Collier
Lisa Ehrich
Vicki Forbes
Bronwyn Harcourt
Robert Hoff
Matthew Hughes
Deb Kember
Paul Kilvert
Michael Lee
Warren Marks
Keith Newton
George Palavestra
Phil Reid
Annette Rome
Stuart Sellar
Debbie Sukarna
Barbara Watterston

ACEL Honorary Fellowship

Tony Bryant
Sylvia Corish
Anne Ellis
Sandra England
Janette Gee
Barry Kahl
Sue Kennedy Branford
Maria Kirkwood
Mary Margetts
Pam McRobbie
Michael Morgan
Regan Neumann
Jacqui Quartermaine
Regina Thompson

Income	
Branch Support	\$48,168.00
Business Development	\$794,227.00
Professional Learning	\$543,256.00
Publications and Research	\$241,157.00
Interest Received	\$11,660.00
Total Income	\$1,638,468.00
Cost of Sales	
Branch Support	\$59,088.00
Business Development	\$173,354.00
Professional Learning	\$334,539.00
Publications and Research	\$83,772.00
Total Cost of Sales	\$650,753.00
Gross Profit	\$987,715.00
Expenses	
Administration	\$269,437.00
Salaries and Wages	\$456,675.00
Superannuation	\$49,530.00
Other	-
Total Expenses	\$775,642.00
Operating Profit	\$212,073.00
Other Income	
ACEL Conference 2013	\$153,146.00
Inclusivity Congress 2014	\$37,251.00
Total	\$190,397.00
Net Profit	\$402,470.00
Retained Profit at the Beginning of the Financial Year	\$599,643.00
Retained Profit at the End of the Financial Year	\$1,002,113.00

Assets	
Current Assets	
Cash	\$1,302,607.00
Receivables	\$44,905.00
Inventories	-
Total Current Assets	\$1,347,512.00
Non Current Assets	
Other	\$15,020.00
Property, Plant and Equipment	\$7,618.00
Total non Current Assets	\$22,638.00
Total Assets	\$1,370,150.00
Liabilities	
Current Liabilities	
Accounts Payable and Other Payables	\$336,566.00
Provision for Employee Benefits	\$31,471.00
Total Liabilities	\$368,037.00
Non Current Liabilities	
Total Liabilities	\$368,037.00
Net Assets	\$1,002,113.00
Equity	
Retained Surplus	\$1,002,113.00
Total Equity	\$1,002,113.00

Are you committed to achieving outstanding student outcomes?

1st - 3rd October 2014, Melbourne

PASSION & PURPOSE

Setting the Learning Agenda



About the Conference

How do school leaders continue to work in these priority areas along with other local priorities?

How can leaders invigorate and refresh existing strategies that are already in place?

What is the current research and commentary in these priority areas?

Interactive presentations and workshops that will share key research and strategic initiatives that drive learning at the system/school/classroom level will provide practice examples of these priority areas in real settings. Practitioners and researchers from Australia, New Zealand, Saudi Arabia, Singapore, USA and UK will provide presentations and workshops.

Priority

Quality teaching, including the quality of, and access to professional development and performance feedback;

Quality learning that meets the needs of individual students;

Empowering school leadership that results in greater authority for schools; and

Strengthening of parent and community engagement that provides better support and engagement between schools and parents and families.

Keynote - Provocation

Charlotte Danielson

Professor Linda Darling-Hammond & Professor John Hattie

Dr. John Medina

Richard Gerver

Professor Lee Wing On

Professor Tim Flannery

Noel Pearson



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

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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