

# AUSTRALIAN COUNCIL FOR EDUCATIONAL LEADERS



## ANNUAL REPORT

2018-2019



PROFESSIONAL LEARNING

DYNAMIC NETWORKS

ENLIGHTENED DISCOURSE

RECOGNITION OF EXCELLENCE

EXEMPLAR ORGANISATION



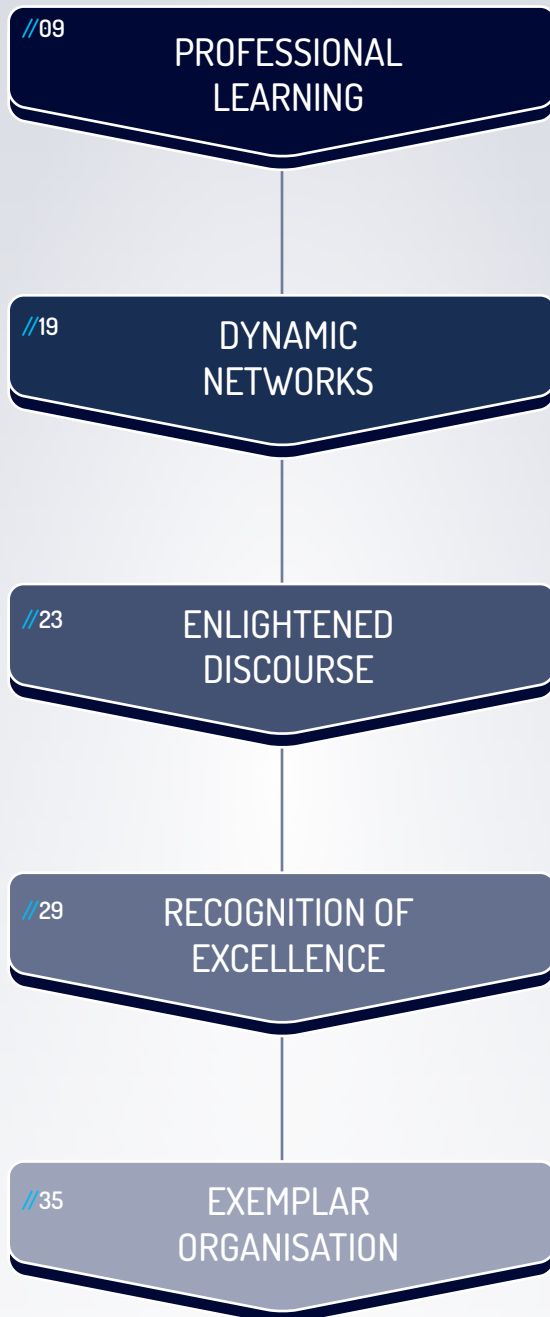
## //ACEL Annual Report

### Contents

Strategic Pillars & Goals	//02
President's Message	//03
CEO's Message	//04
Board of Directors	//06
Conferences	//10
Seminars and Workshops	//12
Resources in Action	//14
Programs	//15
ACEL Bookshop	//16
Digital & Online Content	//17
Membership	//20
Partnership	//20
Online and Social Media	//21
Forums	//24
Journals and Publications	//25
AEL	//26
National Awards 2019	//30
New Voice Scholars 2019	//31
ACEL Fellows	//32
Audit and Risk Management Committee	//36
Branch Reports	//37
Finance Reports	//46



## // Strategic Pillars &amp; Goals

**Professional Learning**

- Establish a portfolio of relevant, leading edge leadership programs
- Foster the development of innovative, relevant, and effective educational professional development conferences, seminars and events
- Ensure educational leaders have access to books and quality online/electronic educational leadership resources

**Dynamic Networks**

- Grow ACEL membership and customer base
- Encourage greater engagement among members and customers
- Extend reach of ACEL Members and Customers into regional/remote areas
- Establish strong partnerships with systems, peak bodies and like-minded organisations at the local and international level

**Enlightened Discourse**

- Provide a platform for sharing current research, policy and practice through our suite of journals and publications
- Host forums at the national and branch level to focus on key issues
- Put together Submissions/Representations to Government and peak bodies on behalf of the profession

**Recognition of Excellence**

- Position ACEL's awards, scholarships, recognition of excellence for educational leadership as Australia's foremost educational awards
- Recognise excellence in educational leadership with National Awards & Fellowships
- Identify new voices in educational leadership, educational research and indigenous education through scholarships
- Recognise contributions by teachers and leaders with State/Territory Awards and Fellowships

**Exemplar Organisation**

- Establish governance structures that are relevant to peak not-for-profit organisations.
- Enhance brand equity and public reputation
- Strengthen and support state and territory branches
- Build staff and management capability to drive growth and development.

## // President's Message



Stephen Gniel  
ACEL President

It is a great privilege to lead the Australian Council for Educational Leaders as our National President. On behalf of the ACEL Board I am pleased to present the 2018/19 Annual Report to our members.

This year we have continued to deliver on ACEL's purpose as a charitable institution established to support, develop and strengthen educational leadership capabilities across Australia and internationally. Throughout this year's Annual Report the key activities and achievements of the organisation are presented to our members and represent the work of our National office and our volunteer State and Territory Branch presidents and executives.

ACEL has continued a significant period of stability and year on year growth both in membership and finances. Thanks to the work of the ACEL team, the organisation's sustainability is well established with solid foundations of diversified revenue streams, our own office and delivering quality services to our members and the broader education profession. ACEL continues to be highly regarded in the provision of resonant, authoritative and innovative professional learning opportunities, resources and materials as well as sharing distinctive, forward-thinking, relevant, responsive and world-class services.

The stability of the foundations of the organisation has allowed the ACEL Board to turn our attention to the broader remit of our organisation and strengthen our impact on shaping the practice and contributing to the growth of educational leadership more broadly. Our most recent edition of Australian Educational Leader, includes contributions from leading educational researchers such as Professor Emeritus, Brian Caldwell and Dr Lyn Sharratt, two PhD candidates, those on the ground working in our schools such as Rebecca Well, Assistant Principal, Camberwell Primary School and Cameron Paterson, Head of Teaching and Learning, Shore School, a classroom teacher and not to mention the Secretary of the Victorian Department of Education and Training. This is one of the ways ACEL provides a platform for educational leaders and individuals who have an interest in the profession to share discourse and research.

We continue to be proud of the contribution ACEL is making to the education leaders of tomorrow through our New Voice Scholarships. This ten year \$300,000 commitment to supporting the growth of the profession continued in 2018 with the forth intake providing a further twenty scholarships to future educational leaders. This is a demonstration of the strength of our member based organisation to support building leadership knowledge, skills, understanding and capability of current and future leaders. Our New Voice Scholar's participation at our National Conference is always a highlight and their contribution to our publications is always well received.

Of course none of any of this happens without the significant work of our CEO, Aasha Murthy, our National team and State and Territory Branch presidents and executives. This Annual Report represents the first full year of the leadership of a number of new State and Territory Branch presidents. Through the volunteer work of these individuals and their executive teams membership in all States and Territories has increased again in 2018/19. This year has also seen a further strengthening in the collaboration of the Branch presidents working closely with Aasha and the team to deliver a vast array of services across Australia. Increasingly, this has included providing our professional learning and program opportunities in regional Australia. This is delivering on a key priority of our current Strategic Plan, extending the reach of ACEL to members and customers in regional and remote areas of Australia.

ACEL continues to go from strength to strength and this year has been no exception. I am proud of the work of our organisation and present to you, our members, our 2018/19 Annual Report. I look forward to seeing you at our 2019 National Conference and Annual General Meeting.

## // CEO's Message



Aasha Murthy  
ACEL CEO

**“When we think we know,  
we cease to learn.”**

**Dr. Radhakrishnan**

The above quote is as true of institutions as it is of people – resetting goals, refining expectations and updating practices is vital in order to avoid hubris and complacency. Learning is the best form of adaptation and helps individuals and organisations to keep pace with changes in the environment and stay relevant and contemporary.

Over the past few years, ACEL has established itself as the only national, cross sectoral independent entity that serves the education profession. Our carefully constructed offering strikes a resonant chord with our members and customers' needs. As in previous years, ACEL's financial performance has been robust, with a net surplus of \$146,881.98 in the financial year 2018-19. This has increased retained earnings to \$2,508,209.42 as on the 30<sup>th</sup> of June 2019. Our total assets of 3.8 million dollars which include the office premises and a healthy cash balance, underpin our financial independence and enhance our ability to serve our stakeholders better.

As ACEL comes of age and gains stature in the sector, it is keenly aware that its maturity is an earned status that carries responsibilities with it. Ergo, our organisational purpose, is enshrined in the five pillars of our Strategic Plan – Professional Learning, Dynamic Networks, Recognition of Excellence, Enlightened Discourse and Exemplar Organisation.

Our performance in 2018-19 against these pillars is detailed below:

### Professional Learning

We have established an extensive portfolio which includes conferences and seminars & workshops. We hosted 3 conferences every year – the Disability Summit which focuses on leading learning for students who have special needs; the Early Childhood conference which draws attention to the importance of the early years; our flagship national conference that sets the learning agenda for educational leadership. We hosted over 150 seminars and workshops around the country on relevant topics featuring leading experts like Andy Hargreaves, John Hattie, Lyn Sharratt and Doug Fisher among others. We have expanded our portfolio of programs targeting both individual leadership and school improvement. The most significant development in the past 12-18 months is the significant expansion of our digital and online resources available free for members or on demand for educators who are time poor and/or located in regional/rural/remote settings. These resources include webinars, podcasts, interviews, articles et al with contributions from global experts.

### Dynamic Networks

Our membership continues to grow which is really pleasing given the industry trends for membership-based organisations. Particularly gratifying is the growth in regional memberships and the marked increase in institutional sign ups. Our customer base has increased significantly with over 100000 educators now part of our network connecting with us in a variety of ways – attending programs and events, buying books, subscribing to publications and accessing online content. Our existing partnerships with peak bodies and like-minded organisations have strengthened even as we forge new relationships with global and local entities. Our branches have established strong relationships in place with the different sectors of education in every state and territory.

### Recognition of Excellence

Educators are particularly modest about the contributions that they make in their classrooms, schools and systems. It is therefore appropriate that we acknowledge their work through our fellowships and awards. We continue to do this at the state/territory and national levels by recognising excellence in individuals and groups, who are nominated by their peers. The New Voice Scholarships initiative is now in its 5<sup>th</sup> year – the Class of 2019 are another group of talented and enthusiastic professionals, who are on their way to becoming future leaders in their settings. Since the program's inception, we have awarded over 80 New Voice Scholarships across four categories – Educational Leadership, Educational Research, Indigenous Leadership and Early Education and Care.

### Enlightened Discourse

Our journals and publications provide the ideal platform to showcase the most current research, policy and practice in the education sector globally and from around Australia. The Australian Educational Leader (AEL) journal is considered the best of its kind in the world. The new features introduced last year – the success stories, spotlight interviews and the In-Context section – have resonated with readers and complement the lead articles written by leading experts. We produced two Monographs in the past year and are currently working on repositioning the Leading and Managing (L&M) journal to make it even more attractive to researchers and academics. Our branches have hosted over 30 forums providing an opportunity for educators to engage in lively discussion and debate on topics of interest. A significant initiative launched in June was the formation of an Advisory Group of Australian Academics who will work with us to create meaningful links between Australian research to educational leadership.

### Exemplar Organisation

In the past year, we have further strengthened our Governance structure with committees in place to support various aspects including Audit & Risk, Professional Learning, Awards & Scholarships and Remuneration. Keeping pace with the growth and increasing complexity of our portfolio of programs, events and resources, we have brought in greater expertise into the management team at the national office. We have also established a skilled group of program facilitators, writers and mentors that assist us in delivering on our goals and objectives.

As we reflect on the past 12 months, it is clear that our achievements and success has been delivered by a strong team effort! Our team at the National Office, our Branch Executives, our Lifetime Members, Fellows, our President and Board, our Membership and the larger educational community have all played their part in making 2018-19 another special year in the history of ACEL.

I look forward to meeting many of you in Sydney during the ACEL National Conference, from the 2<sup>nd</sup> to the 4<sup>th</sup> of October. It promises to be a very special learning experience, and I know you are as keen as I am to be part of the event!



## // Board of Directors 2018-2019

### President



Stephen Gniel  
ACES President

### Independent Directors



Martin Westwell



Diane Joseph



Ross Fox

### Branch Appointed Directors



Michele McLoughlin  
ACT Branch President



Ann McIntyre  
NSW Branch President



Aderyn Chatterton  
NT Branch President



Dr Deborah Kember  
QLD Branch President



Warren Symonds  
SA Branch President



Tameika Grist  
TAS Branch President



Coralee Pratt  
VIC Branch President



Sinan Kerimofski  
WA Branch President



Australian Council for  
Educational Leaders

# ACES MEMBERSHIP

[ACES.ORG.AU/MEMBERSHIP](http://ACES.ORG.AU/MEMBERSHIP)



Free 24/7 Access to Over 700  
Articles Videos, Journals & Exercises  
continuously updated from renowned  
leaders, speakers & authors.



Free Publications & Journals including  
Australian Educational Leader, Leading  
& Managing, and ACES Monograph.



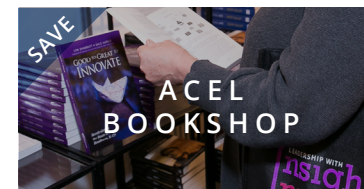
Exclusive Member Discounts on the  
premier conferences & events.



Exclusive discounts on leading  
educational workshops presented  
Australia wide.



Exclusive discounts on the top  
development, coaching and change  
programs for schools and individuals.



Membership discounts on all book  
orders via ACES bookshop including full  
New Release range.



Save on 2019 webinar series from  
leading local and international leaders.



Access the digital content channel with  
video presentations, podcasts, award  
ceremonies and more.

### EDUCATIONAL LEADER MEMBERSHIP

Single Year  
\$195.00

2 Year  
Save \$30  
\$360.00

3 Year  
Save \$75  
\$510.00

### CLASSROOM LEADER MEMBERSHIP

Single Year  
w/Free  
Teaching  
in Action  
\$175.00

2 Year  
w/Free  
Teaching  
in Action  
\$300.00

3 Year  
w/Free  
Teaching  
in Action  
\$450.00

### INSTITUTIONAL GROUPS MEMBERSHIP

2-5 Members

\$190.00 pp

6-10 Members

\$185.00 pp

11+ Members

\$175.00 pp

### STUDENT / RETIRED / TEACHER'S AIDES

Single Year  
\$85.00

2 Year  
\$140.00

3 Year  
\$200.00

Australian Council for Educational Leaders

PO Box 876, Strawberry Hills, NSW 2012 | [www.aces.org.au](http://www.aces.org.au) | [membership@aces.org.au](mailto:membership@aces.org.au) | Phone: 1800 680 559 | Fax: 1800 680 561





## PROFESSIONAL LEARNING

// Building a wide and deep portfolio...

Over the past year, we have further strengthened our portfolio of professional learning options for educators in diverse settings.





//Conferences

The three conferences we hosted in the past year delivered great learning experiences to different target audiences.

The third annual Early Childhood Conference was held in Sydney in August 2018 and attracted around 330 early childhood leaders. The importance of this event continues to grow as it establishes an important place on the ACCEL calendar.

The National Leadership Conference, the flagship event in our calendar, held at the Melbourne Convention & Exhibition Centre, Sydney's new Convention Centre attracted around 900 educators from around the country and wider region.

The first conference on the 2019 calendar was the Early Childhood Conference in May. A large percentage of attendees were non-members which shows not only the interest in the topic itself but helps to further ACCEL's goals of enhancing its reputation within the broader Australian education sector and in particular the emerging area of discourse around early childhood education.

**encourage  
teach  
support**

FROM CHILD TO CITIZEN

2018 ACCEL Early Childhood Conference  
– Encourage, Teach, Support

9th - 10th August 2018  
Hilton Hotel  
Sydney

**EVIDENCE &  
EXPERIENCE**

SETTING THE LEARNING AGENDA

2018 ACCEL Educational Leadership Conference  
– Evidence & Experience

3rd - 5th October 2018  
Melbourne Convention and Exhibition Centre  
Melbourne

Fourth Annual ACCEL Early Childhood Conference

**sharing the  
responsibility**

inclusion in the early years

2019 ACCEL Early Childhood Conference  
– Sharing the Responsibility

2nd - 3rd May 2019  
Shangri-La Hotel  
Sydney







//Seminars & Workshops

This year saw significant growth in the numbers of participants for our seminars and workshops. We hosted both Australian and international speakers across the country.

Through our partnership with Corwin, we were able to continue to reach into and beyond the capital cities. Professor John Hattie's Visible Learning Symposia continued to attract significant participation across Australia.

Our series of Andy Hargreaves workshops around Collaborative Professionalism was extremely well-attended, asking timely questions on how collaboration works in practice in schools and how it can extend to networks of schools. We hosted a wide range of professional learning opportunities, seeking to engage members and non-members alike with speakers and facilitators of significance in multiple locations across the country. Lyn Sharratt's 'Clarity' workshops, Alma Harris' Teachers Leading Educational Reform' Russell Quaglia's series on Student Voice as well as Dr Robert Biswas-Diener's 'The Happy Educator' series added to the diversity of the offerings this year.

The webinar series delivered by Barbara Blackburn launched our digital offering and the numbers have continued to build over the past months. Webinars on a variety of topics from leading world experts will be added to the portfolio in the coming months.



**TEACHERS LEADING EDUCATIONAL REFORM**  
COLLABORATIVE PROFESSIONAL  
LEARNING WITH IMPACT

**Teachers Leading Educational Reform**  
Alma Harris & Michelle Jones

10th - 24th August 2018  
Canberra, Melbourne, Sydney, Broken Hill, Perth,  
Darwin, Brisbane



  
visible  
learning<sup>plus</sup>

**Visible Learning**  
John Hattie & The Visible Learning<sup>plus</sup> Team

6th August 2018 - 29th March 2019  
Townsville, Dubbo, Melbourne, Adelaide, Perth,  
Hobart, Darwin, Brisbane, Sydney

**Developing Assessment Capable  
Visible Learners Symposium**  
John Hattie & The Visible Learning<sup>plus</sup> Team

27th - 26th November 2018  
Sydney, Melbourne (streaming)

**Visible Learning (2019 content)**  
John Hattie & The Visible Learning<sup>plus</sup> Team

13th - 21st June 2019  
Canberra, Ballina, Burswood, Launceston



**THE HAPPY  
EDUCATOR**  
WELLBEING AT WORK

**The Happy Educator**  
Robert Biswas-Diener

14th - 26th September 2018  
Sydney, Brisbane, Ballarat, Darwin, Adelaide, Melbourne



**Student Voice**  
The Key to Unlocking  
Schools Potential

**Student Voice**  
Russell J. Quaglia

11th - 15th February 2019  
Melbourne, Sydney, Brisbane



**MAKING  
LITERACY  
VISIBLE**

**Making Literacy Visible**  
Douglas Fisher

25th February 2019  
Adelaide



**COLLABORATIVE  
PROFESSIONALISM**  
EVIDENCE, EXAMPLES AND APPLICATIONS

**Collaborative Professionalism**  
Andy Hargreaves

4th -26th March 2019  
Brisbane , Melbourne, Sydney, Darwin, Bunbury, Adelaide,  
Hobart, Canberra, Christchurch, Auckland



**CLARITY**  
WHAT MATTERS MOST IN  
LEARNING, TEACHING & LEADING

**Clarity**  
Lyn Sharratt

6th - 15th May 2019  
Sydney, Darwin, Brisbane, Bathurst, Adelaide,  
Canberra, Melbourne, Hobart



**VISIBLE LEARNING  
FOR LITERACY**

**Visible Learning for Literacy**  
Douglas Fisher

27th - 29th May 2019  
Brisbane, Sydney





//Resources In Action

RESOURCES IN ACTION



Resources in Action continued enhancing our online portfolio of content. With concise, considered and easy-to-implement resources in the areas of Leadership, Management, Teaching, Technology, Well Being and Early Years Education, these articles were a point of difference in our Professional Learning offering. They provided leaders with fresh ideas in key areas as well as content that could be implemented by peers, colleagues and staff at different levels of their career.

Our subscriber base for Resources in Action has continued to grow and highlights a growing interest in an online offering.



//Programs

Curiosity and Powerful Learning has continued to gain traction with its further expansion in NSW as well as regular interest from other states. The program, based on original research by Professor David Hopkins, operationalised by ACEL in partnership with McRel, has been customised to suit the needs of the NSW Public School system. In addition to the main program we have hosted conferences for Curiosity and Powerful Learning participants and David hosted a successful follow-up program for Directors, Educational Leadership in May 2019. The program maintains strong feedback citing a tangible impact on teaching practice and student outcomes. We expect the program to continue expanding, following up with both school leaders and Directors, Educational Leadership.

The signature Executive Leadership Program was delivered to leadership teams in a variety of contexts – large schools based in major centres to networks of leaders in regional settings. The program has enduring appeal and is constantly sought after by leaders keen to update their skills in an ever-changing world.

The “Leading School Transformation” and “Building Your Leadership Capacity” programs were well received. The target audience for this suite of programs ranged from classroom teachers through to system leaders.

CURIOSITY AND POWERFUL LEARNING PROGRAM



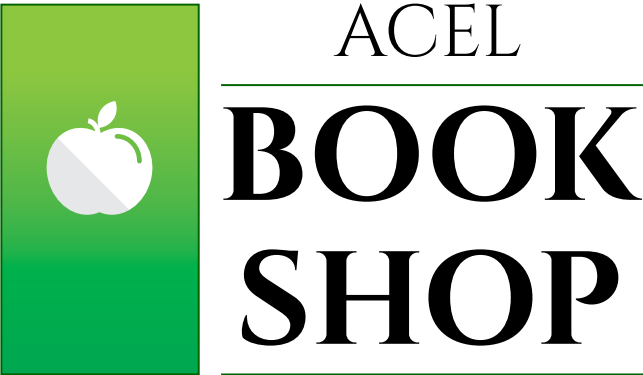
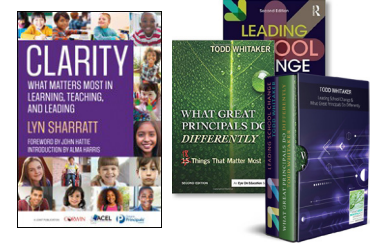
BUILDING YOUR LEADERSHIP CAPACITY: MENTORING & COACHING

LEADING SCHOOL TRANSFORMATION





//ACEL Bookshop



It was a record year for the ACCEL Bookshop almost doubling the revenue and titles stocked and sold. The online bookshop remained a trusted source for educators, libraries and institutions to purchase books and resources to cater for individual professional development as well as bulk orders for their schools and libraries. We maintained this consumer confidence by curating an extended range of authors and titles specially targeted to educational leaders across all contexts and levels. Exclusive ACCEL editions and box sets plus exclusive ACCEL release windows on major education titles further established our position as the leading book retailer within the education sector in Australia. Over the last year ACCEL co-published our number one seller of the year “Clarity” by Lyn Sharratt, and launched exclusive editions from John Hattie, Dr Todd Whitaker and Dr Barbara Blackburn among others.

The ACCEL Bookshop also evolved to be fully integrated into events and conferences with the extension of book bundles and upgrades to workshops, and the presence of renowned Australian authors at major events where audiences have the opportunity to engage via book signings, meet and greets and live interviews.

//Digital & Online Content

In the last year ACCEL launched a new digital and online content strategy that will continue to evolve and be an important key resource stream for our members and customers. Over the last year we increased the focus of three digital content streams – ACCEL Resource Centre [online articles and resources], ACCEL Leader’s Library [Video content, interviews and podcasts], and ACCEL Webinars [regular online workshops featuring leading local and international educators]. Content across the streams included such thought leaders as John Hattie, Barbara Blackburn, Todd Whitaker, Lyn Sharratt and Bryan Goodwin.

These three streams each saw growth in both content and users over the last year with ACCEL establishing an umbrella brand portfolio to house all three with the newly established ACCEL Leader’s Library. Providing 24/7 access to leading resources and content the Leader’s Library is also an important part of our strategy to ensure accessibility of resources for our regional and international members and customers.



RIGOROUS ASSESSMENTS

Rigorous Assessments  
Barbara Blackburn

23rd October 2018 -  
8th November 2018

RIGOR & DIFFERENTIATION  
IN THE CLASSROOM

Rigor & Differentiation  
Barbara Blackburn

7th - 21st March 2018



DR. TODD WHITAKER  
WEBINAR SERIES

Leading School Change / What Great Principals Do Differently  
Todd Whitaker

9th - 16th May 2019





# DYNAMIC NETWORKS

## //A Growth Story...

In the past year, Membership has continued to build across all states and territories. Institutional memberships have shown further growth, with a greater number of schools bringing their key teachers and leaders into the fold.





//ACEL Membership

Over the last year ACEL membership continued to build across all states and territories in Australia as well as New Zealand and other countries. We finished the Financial Year 2018-19 with the highest number of members to date in the organisation's history, recording growth in every month against the previous financial year. For the second straight year, we made significant gains in Institutional memberships with new schools signing up and existing ones adding more staff to their roster. There has been a significant uptake of multi-year memberships [2, 3- & 5-Year membership options] which demonstrates educators' confidence and commitment to ACEL.

New Membership benefits were introduced including increased digital content, webinars, and online resources which were tailored to meet the needs of schools in regional/rural/remote locations who have limited access to professional development events and programs. This had a desired impact on growth in regional membership, now set up as a dedicated category at a subsidised rate to encourage greater participation.

//Partnerships

Partnerships and collaboration between ACEL and the leading names in education continued to flourish over the last year. Building on both established partnerships while simultaneously introducing new relationships our partnerships saw ACEL work together with like-minded organisations to deliver co-operative events, publications, workshops and promotions. ACEL's ongoing partnership with Corwin saw us deliver Visible Learning workshops across Australia. Our partnership with McRel international continued to grow through our successful Curiosity and Powerful Learning Program.

ACEL partnered with the two major education systems – the Department of Education NSW being our presenting partner on our Early Childhood Conference and the Department of Education & Training Victoria, our principal partner in National Conference 2018. ACEL's association with peak bodies like AITSL and partners and ACECQA.

ACEL has built strong relationships with leading publishers and media partners in the delivery of core events and promotions. Active participation from publishing houses across Australia including Pan MacMillan, HarperCollins, Taylor & Francis and ABC Books has included provision of speakers and authors as well as publicity around our largest summits and conferences. Media outlets such as ABC provided a communications and awareness platform for ACEL in a strategic and ongoing media partnership program.



//Online and Social Media

The ACEL website has had a major revamp through 2018-19. Content and visual upgrades were implemented to ensure that the site is 100% mobile compatible and presents an integrated brand and look & feel across all key areas within the portfolio. Finally, several features were introduced and/or modified to improve on the customer experience and functionality of ACEL online.

Integrated communications across direct, social media and external messaging saw both record rates in website page views, click rates and time spent on the ACEL website. This approach has resulted in double digit growth in average customer spend per head as products and messaging became more accessible, clearly identified and the ease of the customer journey through the site.

Social media remained a focus over the last year to communicate core messaging and organisational announcements. Social media followers increased 34% over the last year with all three main mediums [Facebook, Twitter and LinkedIn] delivering significant growth across all three platforms. ACEL social engagement for the second straight year delivered triple digit growth led by a strong engagement across Twitter and Facebook over five times the education industry average increasing by 115% over the previous year.



//ACEL Followers



//Social Engagement







Leading change in your  
School: A sustainable process  
by Professor Barbara R. Blackburn  
Professor Ron Williamson

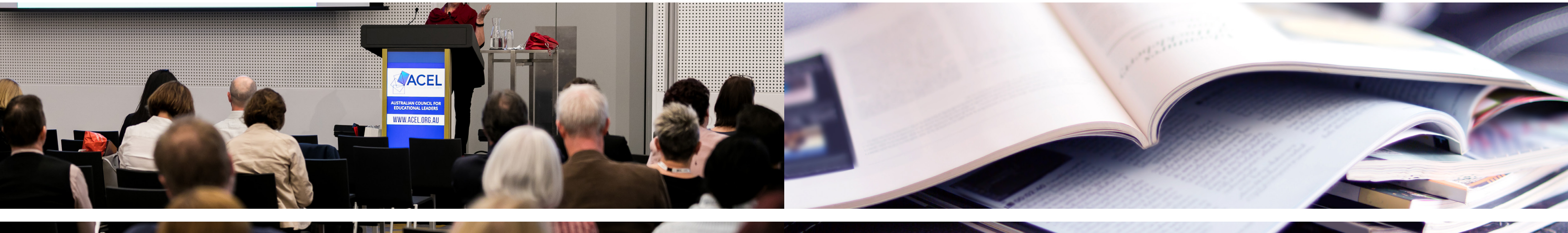
Student voice:  
A way of being  
by Dr Russell J. Quaglia  
Dr Kristine M. Fox

# ENLIGHTENED DISCOURSE

//Evidence Informed, Profession-Led and Positive

ACEL's position as the premier professional organisation in the education sector enables it to provide a platform for the dissemination of current research, policy and practice.





// Forums

In the past year, ACEL hosted over 30 forums across all states and territories based around topics of interest for educators across all sectors. We continued our engagement with the policy agenda through ‘Breakfast with the Minister’ events, enabling members an opportunity to gain an insight directly to the Ministers in each state/territory and understand their perspectives on the topics important to our members.

Throughout the different states and territories, ‘Hot Topic’ and ‘Pivotal People’ sessions provided opportunities for members and non-members alike to further the discussions on topics ranging from leadership to well-being.

// Journals and Publications

ACEL’s journals and publications play a pivotal role in the delivery of its mission to all stakeholders as well as furthering the discourse around what leadership means for and to educators.

The ‘Australian Educational Leader (AEL)’ is considered the best practitioner-based publication globally, for educators working in varied contexts. This journal provides showcases current research, policy and practice from Australian and international experts in educational leadership. Produced in-house by the ACEL team, the AEL journal has emerged as a key resource as well as a vehicle for communicating ACEL programs and other initiatives. The journal continues its tradition of highlighting great transformative changes and innovations in Australian schools through its ‘Success Story’ feature.

The peer-refereed ‘Leading & Managing’ journal continues to be well regarded as a publication for academic articles. A major review on the positioning and value proposition of this journal will be conducted in the next few months.

As part of our Monograph series, we were proud to publish the William Walker Oration ‘Implementing, Scaling Up, and Valuing Expertise to Develop Worthwhile Outcomes in Schools’ by John Hattie. Our New Voice Scholars gave their views on how education could be improved via our Perspectives’ online publication

LEADING & MANAGING

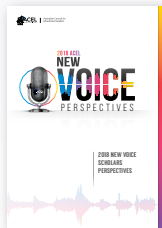
JOURNAL OF THE AUSTRALIAN COUNCIL FOR EDUCATIONAL LEADERS



MONOGRAPH



NEW VOICE SCHOLARS PERSPECTIVES







//Australian Educational Leader

The 'Australian Educational Leader (AEL)' is considered the best publication in the region and even globally, for practitioners working in varied contexts. This journal provides perspectives and research from Australian and international authorities in education. Produced in-house by the ACEL team, AEL looks as good as its content. AEL continues its tradition of highlighting great transformative changes and innovations in Australian schools through its 'Success Story' feature.







# RECOGNITION OF EXCELLENCE

//Talent and Commitment runs deep in the education sector

ACEL has always been at the forefront in recognizing the contributions made by educational leaders at the local and national level. In recent times, we have acknowledged emerging talent through our New Voice Scholarships.



# 34<sup>th</sup> ANNUAL NATIONAL AWARDS CEREMONY

RECOGNISING EXCELLENCE

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

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

## ACEL Gold Medal

Most Outstanding Contribution to the study and practice of educational administration and leadership.

**Margot Foster - Director, Professional Practice, SA Department for Education**

## Presidential Citation

NSW Department of Education

## ACEL Keith Tronc Award for Outstanding Teacher Leadership

Outstanding practice in the classroom.

**Mia Pinnington - STEAM Specialist Teacher**

## ACEL Hedley Beare Award for Educational Writing

Outstanding piece of educational writing that has provided new and significant knowledge about education leadership.

**Amanda Heffernan - Lecturer in Educational Leadership, Monash University**

## ACEL Nganakarrawa Award

Excellence in educational administration.

**Karen Spiller - Principal, John Paul College**

## ACEL Fellowships

Outstanding contribution to the improvement of student and organisational outcomes.

**Ann-Marie Furney • Carolyn Grantskalns • Fran Reddan • Julie Podbury • Kylie Lipscombe  
Lorraine Hodgson • Mary Fitz-Gerald • Neil Barker • Rachael Lehr • Richard Ford • Robert Sieben  
Ronald Gorman • Sholto Bowen**

## ACEL Leadership Award

Excellent educational leadership in developing and implementing a significant educational initiative, conducting research or influencing educational policy.

**Ailsa Purdon • Andrew Pierpoint • Helen Chatto • Martin Lippett • Phillip Moulds**

# 2019 ACEL NEW VOICE SCHOLARSHIPS

It is with great pride that ACEL congratulates the recipients of the 2019 New Voice Scholarships. New Voice Scholarships recognise forward thinking, contextually relevant and responsive educational leaders whose work has had an impact above and beyond their immediate context. The New Voice Scholarships are part of ACEL's 10 year and \$300,000 commitment to recognise the emerging voices in education's leadership.

This year saw a high volume of outstanding candidates across the four categories open for submission, showcasing the depth of our emerging educational leaders that Australia has to offer.

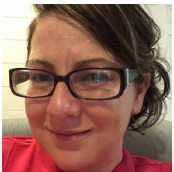
Each scholarship welcomes the recipient into the ACEL network and supports the dissemination of new learning and thought. Among the suite of benefits and support of ACEL network recipients will also receive complimentary attendance at the 2019 ACEL National Conference where the official presentation of the New Voice awards will take place as part of the ACEL National Awards Ceremony on October 3rd before an audience of industry peers, leaders and local and international keynote speakers and presenters.



## CATEGORY 1: THE 'NEW VOICE' IN SCHOOL LEADERSHIP SCHOLARSHIP



Paul Staniscia



Ranae Graham



Scott Dirix



John O'Sullivan Williams



Lauren Cook



Lisa Campbell



Murray Cronin



## CATEGORY 2: THE 'NEW VOICE' IN EDUCATIONAL LEADERSHIP RESEARCH SCHOLARSHIP



Amy Graham



Bernadette Mary Mercieca



David Cole



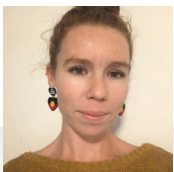
Fiona Longmuir



Selena Fisk



## CATEGORY 3: THE 'NEW INDIGENOUS VOICE' IN SCHOOL LEADERSHIP SCHOLARSHIP



Karis Hill-Milnes



Kathryn Leo



## CATEGORY 4: THE 'NEW VOICE' IN EARLY EDUCATION AND CARE



Alexandra Harper



Bonnie Te Ara Henare









# EXEMPLAR ORGANISATION

## //Investment in the Future

ACEL prides itself in being a progressive, future focused organisation serving the best interests of its members and the education community.





//Audit and Risk Management Committee

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

Membership of the ARMC comprises Mr Ross Fox (Independent Director), Chair; Mr Warren Symonds (Branch Appointed Director); Ms Helen Starr and Mr Keith Newton and Dr Jenny Stanley, Company Secretary.

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

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

During the year the ARMC monitored financial reporting processes; internal control and risk management systems and completed the implementation of the recommendations of the policy inventory. The Charter of the ARMC is currently being reviewed to ensure the work required of the ARMC by the Board is reflected in the Charter.

Hill Rogers have resigned as auditors following the merger of Hill Rogers with Nexia Australia. The ARMC recommended that the Board recommend to the ACEL AGM the appointment of Nexia Australia as Auditors for ACEL.



Ross Fox  
Chair



Warren Symonds



Dr Jenny Stanley



Helen Starr



Keith Newton

//Advisory Group

A significant initiative was launched to deliver on its strategic imperative to “establish and provide platforms for sharing current research, policy and practice in educational leadership” by forming the ACEL Academic Advisory Group.

Highly recognised academics and researchers from across Australia joined Advisory Group Chair and ACEL Director Professor Martin Westwell and ACEL CEO Aasha Murthy for the group’s inaugural meeting at ACEL National Office on the 28th of June. The key objectives for the formation of this group include:

- Establishing authentic engagement between ACEL and the Research community
- Seeking input into themes and content for its conferences, programs, events and publications
- Facilitating greater participation of academics/ researchers in ACEL conferences
- Working with the group and create a strong value proposition and the mechanisms and channels for researchers to engage with ACEL

The advisory group comprises of:

**Professor Tania Aspland**, Australian Catholic University

**Professor Michael Anderson**, University of Sydney

**Associate Professor Dorothy Andrews**, University of Southern Queensland

**Professor Jeffrey Brooks**, RMIT University

**Professor Simon Clarke**, University of Western Australia

**Emeritus Professor John Halsey**, Flinders University

**Professor Annemaree Carroll**, The University of Queensland

**Associate Professor Mark Rickinson**, Monash University

**Professor Michele Simons**, Western Sydney University

**Greg Prior**, Western Sydney University & Chair of Editorial Board AEL Journal

**Dr Scott Eacott**, University of New South Wales

**Dr Kirk Zwangobani**, Executive Teacher Dickson College





//ACT Branch Report



Michele McLoughlin  
ACT Branch  
President

I would like to begin this report by thanking the ACT ACEL Executive members (Wendy Cave, Nicole Jagers, Tom Kobal, George Palavestra, Angus Tulley, Peter Usher, Kirk Zwangobani) and members of the ACT ACEL subcommittees for their support and their commitment to implement the ACEL Strategic Plan 2018-2021. As a small committee everyone contributes, and everyone goes above and beyond their leadership roles to ensure that educational leaders in the ACT are given exceptional opportunities to develop their own learning.

ACT ACEL values the input from branch members for they bring with them the knowledge, understanding and perspectives from the three different sectors of education; Government, Catholic and Independent. We work collaboratively to ensure all voices are heard and all sectors of education are their contributions considered.

I thank my colleagues on the ACEL National Board, the President Stephen Gniel and the CEO Aasha Murthy for their support and guidance throughout my second year on the ACEL National Board. Every Board meeting provides an opportunity to learn and contribute to an amazing organisation that leads Australia with exceptional educational professional learning opportunities and thought-provoking resources. I also thank the ACEL National Office personal. They are all dedicated, hardworking talented individuals who bring different areas of expertise to ensure the growth and development of ACEL National. Their professionalism and enthusiasm ensure that ACEL is well supported and well represented in all dealings within and outside the organisation.

The 2019 ACT ACEL year with the 'Breakfast Panel' in February at the Catholic Education Office in Manuka. Natalie Howson, Director General Education Directorate, Ross Fox, Director Catholic Education and Andrew Wrigley Director Association of Independent School were the panel speakers. Again, this professional learning format was well received and well supported.

The 2019 Currie Lecture was held 4 April at Australian National University's 'Great Hall' and delivered by the award-winning author, Jackie French AM. Jackie presented a passionate speech on the importance of developing the love of reading and how important this skill is for lifelong learning. Jackie is an committed educator who believes that every young person can learn. The journey some learners take may be different to others. It is our responsibility to find the key that opens the door to learning for all children.

The ACT ACEL Awards Dinner at 'The Deck' Regatta Point was celebrated on 11 September. This year we presented 15 awards, including three ACT Fellowships. The recipients were Ross Fox, Andrew Wrigley and Kirk Zwangobani. Congratulations to Ross, Andrew and Kirk for their outstanding contributions to ACT ACEL and ACEL National.

The ACT ACEL branch held on 12 September a strategic planning session at Telopea Park School. The session discussed how the ACT ACEL branch could grow ACEL membership, encourage greater engagement and establish strong partnerships with the ACT education systems and academics. It was an excellent session with many actions developed. These actions will be refined at the next ACT ACEL branch meeting to move forward in 2020-2021. Each member was asked to bring a new voice to the meeting. It was very interesting to learn that the new voices expressed their belief that ACEL was an organisation only for principals and system leaders. We clearly have some work to do to change that mindset. We welcomed Chris Newcombe, Head of Programs and Publications, who joined ACT ACEL for the Awards Dinner and the strategic planning session.

We look forward to 2020 supporting ACEL National and developing one of the ACT ACEL Branch's guiding principles 'personal communication is the key for ACEL in the ACT'.

//NSW Branch Report



Ann McIntyre  
NSW Branch  
President

ACEL NSW is deeply aware of the influence of educational leaders in enabling our children and young people to succeed. We know that what leaders know and care about permeates their expectations, actions and outcomes. It is for this reason that we place a clear emphasis on professional learning, research, publication and advocacy. ACEL plays a key role in education and leadership in NSW. This role is recognised through high engagement in professional learning and strong membership. ACEL NSW represents one third of the national membership and is continuing the build upon this foundation.

Professional Learning

ACEL professional learning continues to be widely acclaimed with over 2500 educators attending and strongly evaluating ACEL professional learning held in NSW over the last year. NSW ACEL continues to support educators in both metropolitan and regional NSW with major programs running in nine regional centres as well as Sydney. The regional seminars are very popular with registrations larger than those in most of Australia's capital cities. This strategy continues to be financially viable as well as morally responsible.

Over the last year high quality professional learning has been provided by both international and local educators. International program presenters have included Prof. Alma Harris and Dr Michelle Jones (UK), Doug Fisher (USA), Prof. Andy Hargreaves (USA), Russell Quaglia (USA), Lyn Sharrat (USA) Bryan Goodwin (USA), Robert Biswas-Diener (USA) and Barbara Blackburn (USA). The *Visible Learning* programs presented by Prof. John Hattie and the *Curiosity and Powerful Learning* programs presented by Prof. David Hopkins (UK) continue to be highly evaluated.

The provision of local seminars and the expansion of webinars has enabled increased access to quality professional learning for rural and remote educators as well as school leadership teams. As an endorsed provider of professional learning with the NSW Educational Standards Authority, ACEL provides professional learning aligned to the Australian Professional Standards for Teachers at Lead Teacher level.

The collaborative partnership between ACEL and the NSW Department of Education continues to enable the provision of world class educational conferences. The highly successful *National Disability Summit* and the *Early Childhood Conferences* were held in Sydney in partnership with the NSW Department of Education. The NSW Department of Education support for the *National ACEL Leadership Conference* is also greatly appreciated.

ACEL's extensive online resource centre has enabled increased access to quality publications for ACEL members across NSW. ACEL NSW membership continues to increase in both metropolitan and regional areas as educators across the state become aware of the breadth and quality of ACEL publications and professional learning.

Awards and recognition

The ACEL NSW awards and recognition program has been further strengthened with the 2019 Awards program drawing together over 185 educators in the recognition of professional excellence. Senior educators from all sectors joined the NSW Minister for Education in acknowledging award recipients. This year five educational leaders from NSW were inducted as ACEL NSW Fellows. Six outstanding early career leaders received the Mary Armstrong Award for Teacher Leadership and fifteen ACEL NSW Leadership Awards were granted to individuals and school teams that have made a significant impact on student learning. The ACEL NSW Awards committee also conferred the Patrick Duignan Award for outstanding leadership to Dr Norman McCulla and this year I was honoured to receive the NSW ACEL Dr Paul Brock Memorial Medal. The NSW ACEL Media Award was granted to Dr Stan Grant in recognition for his achievements as a journalist, educator and advocate who has recast the gap between Indigenous and non-Indigenous Australians as a place for a national conversation that is deeper more powerful and more hopeful. In his acceptance address Stan provided us with a powerful insight into the Waradjuri focus for each of us to "live respectfully in a world worth living in."

Future Plans

ACEL NSW remains committed to ensuring high quality professional learning, publications and advocacy. Strong university partnerships with ACEL NSW will be critical in further developing our connections between research and practice. ACEL NSW will continue to create exciting opportunities to ensure the provision of excellent professional learning, focused well researched publications and strong advocacy for the profession.

I would like to thank the NSW executive team who have served with me over the last year. They are Ann-Marie Furney, Andrea Stringer, Brad Russell, Brenda Quale, Michael Bezzina, Tony Bracken, Andrew Frazer, Joanne Jarvis, Kylie Lipscombe, Suzanne Fern and Vicki Treble. I would particularly like to acknowledge the dedication and commitment of Vicki Treble in leading the transformation of the NSW Awards program.





//NT Branch Report



Aderyn Chatterton  
NT Branch  
President

*Aderyn Chatterton*

The Northern Territory branch of ACEL commenced 2019 with an ambition and commitment to expanding ACEL's local footprint through a strong focus on increasing cross-sectoral and regional membership and participation. As a smaller jurisdiction, ACEL's focus on networking and collaboration, positions the association as a key player in supporting and strengthening Northern Territory educational leaders. In 2019 the Northern Territory branch has achieved their aspirations of expanding ACEL's local footprint; increasing cross-sectoral and regional membership and supporting Northern Territory Leaders' voice and agency at both a local and National level.

This success has been achieved through the work of a dedicated, passionate and diverse branch executive, comprised of a remote principal, experienced and early career school leaders, system leaders and new voice scholars. The 2019 Branch Executive is a cross-sectoral team and includes Louise Corrigan, Shane Donohue, Jo Glennon, Tania Kolomistev, Regina Thompson and Julia Walsh.

Current membership numbers are the highest that the Northern Territory branch has ever seen. Ensuring we have an active presence at principal orientation, principal meetings and local events has resulted in 2019 membership exceeding local and National aspirational targets. The cross-sectoral representation of the branch has enabled the benefits of ACEL membership to be promoted and advocated at new forums and networks. This increase in membership is mirrored in a significant increase in attendance at ACEL workshops.

During the year the branch was privileged to host Andy Hargreaves, Lyn Sharratt and Bryan Goodwin. In total, over 400 delegates attended the three workshops, the largest numbers the Northern Territory has ever seen for ACEL workshops. This strong uptake occurred due to a strong partnership with the Department of Education and a direct alignment between both Hargreaves and Sharratt's research and the Department's Education NT strategy. There are numerous examples of how ACEL's professional learning has inspired Territory leaders and the branch looks forward to promoting this work at future National conferences and within ACEL publications.

In May of this year, the Australian Institute for Teaching and School Leadership (AITSL) hosted the Highly Accomplished and Lead Teacher (HALT) Summit in Darwin. With almost 200 of Australia's expert teachers gathered in Darwin, the Northern Territory branch were privileged to represent ACEL at the Summit. Presenting breakout sessions, branch members shared their own leadership journeys and highlighted how ACEL has supported their professional growth. Working in partnership with ACEL, the branch manned an ACEL information booth, highlighting the opportunities that ACEL membership could afford Highly Accomplished and Lead Teachers.

The pinnacle of all branch events is the annual awards ceremony. The inaugural awards ceremony was held in 2016 and this year's ceremony highlighted how far we have come in just four years. An increase in nominations, cross-sectoral engagement and the largest number of attendees cemented ACEL as the leading professional association for Northern Territory educators. Joined by the Minister for Education and the Chief Executive of the Department of Education, ACEL was honoured to present ten awards; recognising the outstanding contributions that the following recipients have made to the profession and educational leadership.

In addition to local recognition, Northern Territory educators are gaining increasing recognition at the National level. In 2019 we celebrate the work and achievements of three New Voice Scholars, Ranae Graham, Amy Graham and Kathryn Leo. We are particularly proud to have three Northern Territorians as recipients of 2019 national ACEL award and congratulate Helen Chatto, Lorraine Hodgson and Ailsa Purdon on this recognition.

The Northern Territory is a dynamic and innovative jurisdiction and I am honoured to work with a branch that is continually seeking opportunities to support and promote ACEL. Over the coming months we are partnering with Lee Crockett to host a networking event for teacher leaders and members. This event provides an opportunity to further explore the themes and learnings of the National conference and will provide another opportunity for ACEL to inspire educational leaders. Finishing 2019 with an event that highlights local stories of educational leadership, we are well positioned to accelerate the trajectory of success in 2020.

//QLD Branch Report



Dr Deborah Kember  
QLD Branch  
President

*Deb Kember*

This year marks the 46<sup>th</sup> year of ACEL in Queensland (inclusive of the Queensland Institute of Educational Administrators), with continued and active participation in the community.

The 2017-2020 Branch Executive team includes: Vice-President Karen Fox FACELQ; Elizabeth Benson MACEL; Mark Campling FACEL; Alexander Mason MACEL; Dr Sandra Nissen FACELQ; Dr Lee-Anne Perry AM FACEL FACE GAICD; Holly O'Sullivan-Williams MACEL and Martyn Savage FACELQ. Thanks to Mark Allen MACEL for his support as he steps down from the Executive. Newly appointed Executive members are: Tracey Cook MACEL, Liz Foster MACEL and Racquel Gibbons MACEL. ACEL Patron, Emeritus Professor Frank Crowther AM FACEL, actively contributes at state and national level. We also welcomed a new Branch Support Officer, Robyn Press, who provides much appreciated administrative support to the Executive.

The Branch Executive carries the flame for our ACEL community in Queensland. We live and breathe our shared values about the teaching profession, documented in a *Statement of Commitment to the Profession of Teaching*.

The Queensland Branch has a long tradition of honouring educational leaders who significantly contribute to educational leadership and research. Holly O'Sullivan-Williams capably led the Awards Committee and hosted our annual Awards Evening.

Our 2019 Awards recipients are: Dr Paul Browning MACEL (Miller-Grassie Award for Outstanding Leadership); Lee Catterall MACEL, Deborah Dunstone, Peter Kelly, Jim Midgley MACEL, Dennis Mulherin FACEL, GAICD, Dr Lee-Anne Perry AM, FACEL, FACE, GAICD, Karen Spiller OAM CF FACE FACEL (Excellence in Educational Leadership); Trevor Doyle FACELQ, Stacie Hansel FACELQ, Michael Newman FACELQ, Dr Sandra Nissen FACELQ (Branch Fellowships); Dr Natalie Swayne (Research in Educational Leadership and Management); Tanya Chilcott (Media Award); Samantha Johnstone (Inspiring Educator); Corey Kempthorne (Emerging Educational Leadership); Nicole King and Pamela Ruddell (Leadership Commendation).

Congratulations to Queensland New Voice Scholars John O'Sullivan Williams, Selena Fisk and Karis Hill-Milnes. Congratulations to national award recipients Karen Spiller OAM CF FACE FACEL (Nganakarrawa Award), Mia Pinnington (Keith Tronc Award for Outstanding Teacher Leadership), Andrew Pierpoint FACELQ and Dr Phillip Moulds (Leadership Awards).

This year we commenced a partnership with the Science of Learning Research Centre and the School of Education at the University of Queensland. We are jointly hosting *In Conversation* forums for practitioners and researchers to discuss shared challenges and successes. In the first forum Dr Kay Colthorpe, Dr Louise Ainscough (UQ School of Biomedical Sciences), Dr Natasha Matthews (UQ School of Psychology), Associate Professor Bruno Van Swinderen (UQ Queensland Brain Institute) discussed attention, metacognition and self-regulation research. The second forum featured Professor Ross Cunnington (UQ School of Psychology), Professor Annemaree Carroll (UQ Faculty of Humanities and Social Sciences), Dr Louise McCuaig (School of Human Movement and Nutrition Sciences). We look forward to another two forums this year.

The Darling Downs network, led by Mark Creedon FACEL, Associate Professor Dorothy Andrews FACEL and Dr Joan Conway FACEL, hosted the annual Dinner on the Downs (co-hosted with the Australian College of Educators). The event featured guest speaker Professor Karen Nelson, Deputy Vice Chancellor of the University of Southern Queensland. Professor Nelson also spoke on "Understanding Student Engagement and the Importance of Student Voice".

The Pivotal People project, led by Executive member Liz Benson, saw middle leaders from all sectors discuss change leadership and evidence of impact. Thank you to the guest speakers: Dr Belinda Gasston-Holmes, Tim Kozur, Dr Stephanie MacMahon and Jake Schouten.

During the year we hosted workshops and network events by Russell Quaglia, Andy Hargreaves, Barbara Blackburn, John Hattie and Sam Rodgers, Lyn Sharratt, Doug Fisher, Bryan Goodwin, Erica McWilliam and Michael Fullan.

Joining the ranks of lifetime members (National Fellows and 25 years of membership) are Dave Mantan FACEL, Dr Ken Avenell FACEL, Steven Brown FACEL and Associate Professor Dorothy Andrews FACEL.

We are well supported by and thank the organisational leaders of Queensland College of Teachers, the Department of Education, Brisbane Catholic Education, Independent Schools Queensland and Queensland universities. The Executive is looking to strengthen our working relationship across the school and tertiary sector so educators can learn together and contribute to each other's practice. We are working together to create a future for the ACEL community beyond our own involvement.





//SA Branch Report



Warren Symonds  
SA Branch  
President



I am extremely honoured to present you the ACCEL South Australian Branch annual report. The past year has been another exciting year for South Australia and the role ACCEL facilitates in developing and expanding leaders' knowledge, understanding and advocacy of education and emerging trends in education. The following provides a brief summary of the fullness of the past year.

In September, *The Happy Educator*, Robert Biswas-Diener, provided a very intimate workshop on wellbeing which was followed by a Hot Topic session for members. This unique opportunity enabled our members to get up and close with Robert to investigate further his approaches to wellbeing and develop opportunities to build these approaches into their everyday lives. Further, Robert openly discussed how schools could embrace the concept of teaching wellbeing.

In November, in collaboration with Corwin, Dr John Hattie conducted a two-day Visible Learning Workshop. John was able to re-focus his presentation to further engage his audience by tailoring the information to suit. The feedback regarding these slight changes was extremely positive, resulting in greater takeaways for the participants.

In March, Andy Hargraves presented a workshop on collaboration. This was another bespoke presentation where Andy was able to tailor his workshop to address the needs of the group.

In May, Lyn Sharratt continued her work with clarity in a session entitled, *'What matters most in Learning, Teaching & Leading'*. Lyn provided hands on approaches that could immediately be used in each participant's site.

The last formal event for the year culminated in May, with our *South Australian Annual Awards* evening. The ACCEL SA Alby Jones Awards continued with the cocktail-style format to encourage greater networking -- and we received positive member feedback regarding this approach. The awards evening has continued to be supported by the Minister for Education including, The Minister for Education, the Honourable John Gardner, who honoured us by assisting in the awards presentations and the Shadow Minister for Education, Ms Susan Close MP who unfortunately was unable to attend at the last minute. It is a wonderful acknowledgement that our state ministers look forward to this annual event as proud supporters of ACCEL SA. As usual, our Executive looks for ways to improve and this year we adopted a new multi-media presentation to clearly and succinctly highlight the work of our award recipients.

- ACEL SA acknowledges the following state award recipients:
- **Ably Jones ACCEL SA Fellowship Award:** Professor Faye McCallum
  - **ACEL SA Fellowship Award:** Robert Sieben, Dr Jenny Stanley
  - **ACEL SA Educational Leadership Award:** Martin Lippett, Heysen Partnership, Salisbury East Alternative Program
  - **ACEL SA Distinguished Contribution to Research in Educational Leadership Award:** Associate Professor Anna Sullivan
  - **ACEL SA Pip Field Emerging Leaders Award:** Jules Peck, Penny Collins
  - **ACEL SA Media Award:** Media Centre for Education Research Australia (MCERA)

At a local level, the branch has facilitated several Hot Topic events including: highlighting the work of our Pip Field Emerging Leaders from 2017-18. We also continued with a focus of leadership with a Hot Topic on ATSI leadership and culture for success.

Our future plans focus on developing a more personalised approach to meet the needs of our members and we continue to look for more effective opportunities to engage our educational leaders. In particular, we are exploring developing a range of teacher/leader workshops where emerging leaders can network while further developing their individual and collective leadership skills. To support our current leaders, the branch executive are investigating workshops around intentional culture development, impact of future changes to ATAR, considerations for gender equality and educational success, promoting leaders' wellbeing, cognitive load theory and innovation.

The South Australian members are supported by the following ACCEL SA Branch Executive members: Dale Bennett, Alice Dunlop, Catherine Lockhart, Annette Reid, Dr Bev Rodgers, Laura Searle, Robert Sieben and Mark Simpson. The Branch Executive welcomed a new member to the executive: Dr Christine Haynes - one of our 2018 New Voice Scholarship winners. We also farewelled Catherine Lockhart and Annette Reid who provided outstanding support to the executive.

Overall, the past twelve months have been very busy and rewarding. In as much, I would like to acknowledge the outstanding work of the ACCEL SA Branch Executive for the enormous amount of time and effort they have given to supporting our SA members.

//TAS Branch Report



Tameika Grist  
TAS Branch  
President



Tasmanian educators have enjoyed a terrific array of ACCEL events and learning opportunities over the past 12 months. Our Branch Executive Team is proud to have helped host and arrange local networking events as well as support workshops with renowned educational leaders and researchers.

The Branch Executive is a committed team of members from the Independent, Catholic and Government sectors – across Primary, Secondary and Tertiary education. What connects us is a passion for improving education for all Tasmanians, a continual desire to learn and improve ourselves, and find ways to support the learning of all educational leaders across the State. I am so grateful for the team's ongoing commitment and support. Thank you: Cath Apanah, Louise Bender, Jenny Cowling, Tom Dorey, Malcolm Elliot, Jacqui Lawless, Lucy Fisher, David Moltow, Eamonn Pollard, Chris Rayner and Anne Foale.

One of the challenges facing educators in Australia is how we can support regional leaders and teachers. While there are increasing opportunities to access webinars and online resources, we know the value of community – building a local network can greatly enhance a leader's ability to grow and thrive. We would love to hear your ideas on promoting local network gatherings in the North, North East, and North West of the State.

From late 2018, ACCEL's events have continued to build on the narrative of improving and challenging the learning and teaching happening in our schools.

Visible Learning by John Hattie was held in Hobart in December 2018, with strong participation across the State, making it an excellent way to end the 2018 academic year. We were also very spoilt to be able to start the 2019 academic year with another key educator, Andy Hargreaves. Quite a few attendees then remained for a "Welcome to the 2019 Academic Year" following a fantastic day of learning from Andy. Lyn Sharratt was also outstanding in bringing her "Clarity" series to us in Hobart, and delegates were thrilled to learn from both the content delivered and her engaging presentation and style of teaching. Northern Tasmanians were very grateful to have John Hattie and Visible Learning return to Tasmania this year in June.

In addition to supporting the national and international speakers who have presented in Tasmania, our ACCEL Branch members strive to find ways to keep our community of educational leaders connected. Our annual "Breakfast with the Minister", presented by The Honourable Jeremy Rockliff, Deputy Premier and Minister for Education and Training, was well received last September. Jeremy has had many years of sharing in this way with educational leaders from across the State, and the event remains a highlight on the local ACCEL calendar.

Other local events included "Structured Conversations around Leadership Challenges", led by Cath Apanah, and an excellent "Hot Topic" that was hosted by Dr David Moltow and featured a panel of three current principals – Iain Belot (Calvin Christian School), Eamonn Pollard (Mackillop College) and Dr Libby Robinson (Kingston High School) – who discussed the challenges leaders face in managing issues of wellbeing. Our community is truly grateful to those who give of themselves freely to share their own learning and wisdom with others.

Our local highlight for the year, the Annual Awards, has just passed and was a resounding success. It was an enjoyable evening of sharing and acknowledging our Award winners. Over 70 educational leaders attended and were joined by The Honourable Jeremy Rockliff and CEO of ACCEL, Asha Murthy. Dr Libby Robinson presented a talk on Trauma, Trust, High Expectations and Healing. In addition, a wonderful acceptance speech was given by Jodee Wilson, a Deputy Secretary in the Tasmanian Department of Education and awardee of the 2019 ACCEL TAS Outstanding Leadership in Education Award. She acknowledged some influences in her own development and career, and the roles and responsibilities educational leaders have in continuing to build, develop and support future leaders. It was a fantastic evening, and my sincere thanks to all who made the time and effort to attend and submit nominations, and for the continual support for ACCEL in Tasmania. We look forward to building on our successful event from this year and making the 2020 Awards Evening an event to look forward to.

The past 12 months' work with ACCEL has been a continuation of the hard work, commitment and desire of many to improve education for all to better serve the students in our State. We thrive on the fact that ACCEL crosses the boundaries of all sectors, and we learn and grow stronger together.





//VIC Branch Report



Coralee Pratt  
VIC Branch  
President

*Coralee Pratt*

It is with great pleasure that I present the ACCEL Victoria Annual Branch Report.

The branch is proudly committed to supporting the ACCEL mission of inspiring, supporting, recognising and advocating for excellence in educational leadership as evidenced through offering a range of locally based programs and events relevant to the Victorian context.

The Branch is driven by a committed team of outstanding leaders from a diverse range of backgrounds, who continually seek opportunities to expand the thinking of educational leaders, whilst supporting their professional purpose and practice.

Executive members include: Coralee Pratt (President); Aine Maher (Vice President); Melissa Etherton (Secretary); Sue Buckley; Lawrie Drysdale; Denis Masseni; Lauren Sayer; Rita Ellul; Jane Wilkinson; Toni Meath; Warren McLeod. This year we welcomed two new members: Simon Kent and Michael Davies and farewelled Alex Guedes.

During the past year the Victorian Branch continued to support both National workshops and programs delivered in Victoria, and a range of other contextually relevant professional learning events. These included:

The ACCEL Victoria Award Ceremony (November 2018). The excellent work of the Awards Committee is acknowledged and appreciated by all. Congratulations to 2018 recipients: Pitsa Binion - Hedley Beare Educator of the Year Award and Janet Clinton - Brian Caldwell Research Award. In 2018 National Award winners from Victoria included: Bruce Armstrong (Nganakarrawa Award) and Dr Kim Dray and Geoff Ryan (National Fellowships).

'Breakfast with the Minister' was held again in April 2019. The event started with the sun rising splendidly across Melbourne in the Sir Redmond Barry room at the top of 55 Collins Street. The Victorian Minister for Education and Deputy Premier the Hon. James Merlino spoke eloquently about the future of the Education State and 2019 initiatives.

The President's Research Seminar Series was held at Melbourne Girls' Grammar in July and continued to be popular event. The topic: *Educating in a globalising world: What do Australian school leaders need to know and do?* attracted a strong attendance of educators from all sectors. The high level of interest was evidenced by the provocative and

enlightened dialogue, and astute questions to the panel. We thank panellists; Professor Fazal Rizvi: Principal, Annette Rome: Dr Niranjan Casinader and Researcher, Olivia Jones who joined the panel virtually from Grenada, in the Caribbean.

The annual Patron's Oration and Dinner in August was held at the Pullman Hotel with the 2019 oration presented by Professor Janet Clinton, Director of the Centre for Program Evaluation and Director of the International Teacher Education Effectiveness Research Hub, at the Melbourne Graduate School of Education. The Patron's Oration is a highlight of the ACCEL Victoria calendar as our esteemed Victorian Patron, Professor Brian Caldwell is highly regarded by both the Branch Executive and ACCEL Victoria members. Brian adds tremendous value to our organisation through his advice and practical support. Janet's presentation entitled 'Becoming System Architects' focused on: leadership and big picture data:

thinking evaluatively and evidence informed system learning. It was delivered in a provocative and very engaging manner and set the scene for an evening of quality educational discourse and collegiality.

ACCEL Victoria is proud of our long standing relationship with the tertiary sector which is evidenced by: the Research Seminar Series' the annual ACCEL Tertiary Awards presented to outstanding post graduate students identified by each university, and the ongoing partnership and generous support from the University of Melbourne, Graduate School of Education by the Dean, Dr Jim Watterston.

ACCEL Victoria is growing in strength, with increased membership and range of learning opportunities. Much of this success must be attributed to the dedicated and supportive Branch Executive who are all engaged in challenging full time employment, and yet manage to generously volunteer many hours to ensuring ACCEL Victoria is a thriving, superior professional association.

It is a privilege to work with this team and collaboratively support educational leaders in Victoria.

//WA Branch Report



Sinan Kerimofski  
WA Branch  
President

*Sinan Kerimofski*

Once again I am honoured and excited to present to you the annual report for Western Australian (WA) ACCEL branch. The WA branch executives continue to work hard to provide support, advocacy and quality professional learning for leaders in WA. The Branch continued be well supported by the Department of Education, Catholic Education Office, Independent Schools WA and various WA Universities. We also continued to increase our membership database particularly in the regional and remote locations.

The Branch Executive was divided into the following portfolios with each subcommittee reporting back during branch meetings.;

- Fellows and Awards Committee
- Events Committee
- Advocacy/ Publications/ Publicity Committee
- Digital Communications Committee
- Teacher Leader Committee
- Regional Events

The Regional Strategy devised in 2018, came into fruition with Andy Hargraves presenting in Bunbury, a two hour drive south of Perth. This was very successful day with 130 participants coming from many locations to listen to Andy.

Alma Harris was also well received in the metropolitan area with reasonable numbers attending.

Unfortunately, at the commencement of 2019 three executive members moved on for various reasons. This provided the branch the opportunity to ensure the skill set of the executive expanded to gain leverage in all sectors and levels. We reached out to previous award recipients and new voice scholars to fill the remaining tenure of the departing executives. We were thrilled to welcome four new branch executives who covered all three sectors.

During 2019 we introduced Zoom meetings as a way of meeting the needs of committee members. This has enabled more members to participate in the meetings, some whilst watching their children playing sport.

Once again the Minister for Education and Training, the Hon. Sue Ellery officiated at the 2019 Branch Awards Ceremony which saw Ron Gorman, the highly regarded and influential Educational leader named as the Pre-Eminent Educator of the Year. At the same time three Fellowships, three Certificates of Excellence and two Teacher Leader Awards for Excellence were awarded to worthy recipients from across the public and non-government school systems. Further, two outstanding post-graduate students were presented with an Award for Excellence and Leadership in Tertiary Studies. All awardees names can be found on the ACCEL website.

The ACCEL WA Hot Topic Q&A series under the direction of Matt Osborne, Bruno Pilleggi and Bek Duykers enabled members to interact and stay abreast of current research and practice. The 'Tomorrows Leaders' Hot Topic event was very successful bringing together leaders from all sectors.

As always new members are welcomed and those who have 'forgotten' to renew receive a friendly reminder by the president. The various sub-committees recognise outstanding contributions and support leaders at all stages of their career. The Advocacy and Publications sub-committee actively promote WA writers and media exposure to what ACCEL stands for. We continue to have a very strong Twitter presence thanks to support from an ACCELWA Fellow, Rachel Lehr who has managed the @acelwa twitter page. The page now has just over 1800 followers and increase of 500 in the past 12 months.

ACCEL WA remains committed to ensuring high quality professional learning, publications and advocacy. State-wide connections with teacher and school leaders is very important to our branch. ACCEL WA is committed to providing excellent, relevant professional learning, focused well researched publications and strong advocacy for the profession. I would like to thank the WA executive team from whom I have had tremendous support from as president; Leonie Clelland, Dainon Couzic, Nicole Brown, Sandy Heldsinger, Matt Osborne, Bruno Pilleggi, Mathilda Joubert, Bek Duykers, Shelley Forbes, Natalie Oddy and Kristin Humphreys. I am honoured to lead ACCEL WA and look forward to what we have planned for the next year.





# FINANCE REPORTS

//2018 - 2019

Profit and Loss Statement for the year ended 30th June 2019  
Balance Sheet as at 30th June 2019



// Finance Reports

Profit and Loss Statement

For the year ended 30th June 2019

Income	2019	2018
Branch Income	\$33,871	\$45,006
Business Development	\$874,397	\$911,433
Professional Learning	\$2,753,283	\$2,504,536
Publications and Research	\$522,228	\$460,541
Conferences and Special Events	\$1,288,303	\$1,248,608
Interest Received	\$22,463	\$21,763
Total Income	\$5,494,545	\$5,191,887
Cost of Sales		
Branch Expense	\$109,923	\$90,330
Business Development	\$258,492	\$264,085
Professional Learning	\$1,815,925	\$1,756,323
Publications and Research	\$396,395	\$252,551
Conferences and Special Events	\$1,121,731	\$1,015,549
Total Cost of Sales	\$3,702,466	\$3,378,838
Gross Profit	\$1,792,079	\$1,813,049
Expenses		
Administration	\$513,492	\$459,743
Salaries and Wages	\$1,034,437	\$1,059,135
Superannuation	\$97,268	\$100,618
Total Expenses	\$1,645,197	\$1,619,496
Net Profit	\$146,882	\$193,553
Retained Profit at the Beginning of the Financial Year	\$2,361,327	\$2,167,774
Retained Profit at the End of the Financial Year	\$2,508,209	\$2,361,327

Balance Sheet

As at 30th June 2019

Assets	2019	2018
Current Assets		
Cash	\$1,716,319	\$1,428,955
Receivables	\$288,753	\$200,860
Prepayments	\$568,311	\$593,461
Total Current Assets	\$2,573,383	\$2,223,276
Non Current Assets		
Property, Plant and Equipment	\$1,796,171	\$1,833,326
Total Non Current Assets	\$1,796,171	\$1,833,326
Total Assets	\$4,369,554	\$4,056,602
Liabilities		
Current Liabilities		
Accounts Payable and Other Payables	\$629,960	\$476,927
Provision for Employee Benefits	\$54,065	\$48,091
Other Liabilities	\$1,130,410	\$1,129,868
Total Current Liabilities	\$1,814,435	\$1,654,886
Non Current Liabilities		
Employee Provisions	\$46,910	\$40,389
Total Non Current Liabilities	\$46,910	\$40,389
Total Liabilities	\$1,861,345	\$1,695,275
Net Assets	\$2,508,209	\$2,361,327
Equity		
Retained Surplus	\$2,508,209	\$2,361,327
Total Equity	\$2,508,209	\$2,361,327

The Financial Report for FY 2018-19, including the Auditor's report is presented to the AGM as a separate document





National Conference  
2020 - Melbourne



Todd Whitaker



Lyn Sharratt

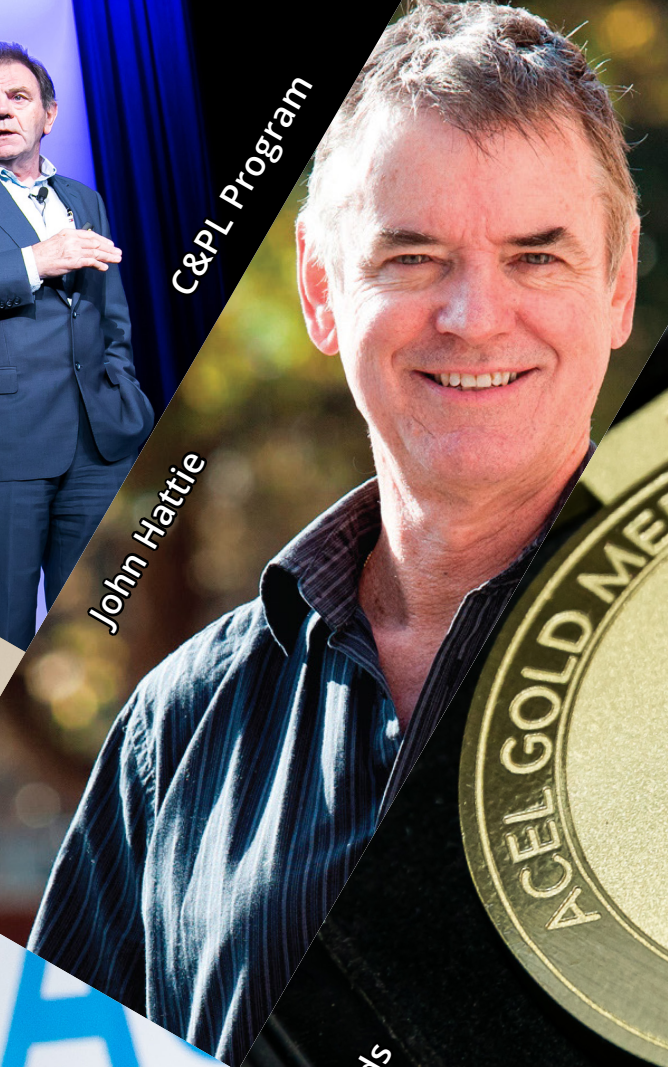


Bryan Goodwin



John Hattie

C&PL Program



35th Annual  
National Awards



Leaders Lounge  
Digital Content  
& Podcasts

Early Childhood  
Conference -  
Melbourne



2020

ACEL.ORG.AU



Webinars And On  
Demand Content



AEL Journal



Barbara Blackburn



Andy Hargreaves



National Disability Summit -  
Brisbane







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

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

#### Our Purpose:

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







## ANNUAL REPORT 2018-2019

---

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

The ACCEL 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.

---

### Australian Council for Educational Leaders

ABN 75 132 672 416

PO Box 876,  
Strawberry Hills,  
NSW 2012

P 1800 680 559

E [admin@acel.org.au](mailto:admin@acel.org.au)

W [acel.org.au](http://acel.org.au)

---