

AUSTRALIAN COUNCIL FOR EDUCATIONAL LEADERS



ANNUAL REPORT

2020-2021



//ACEL Annual Report

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Australian Council for Educational Leaders

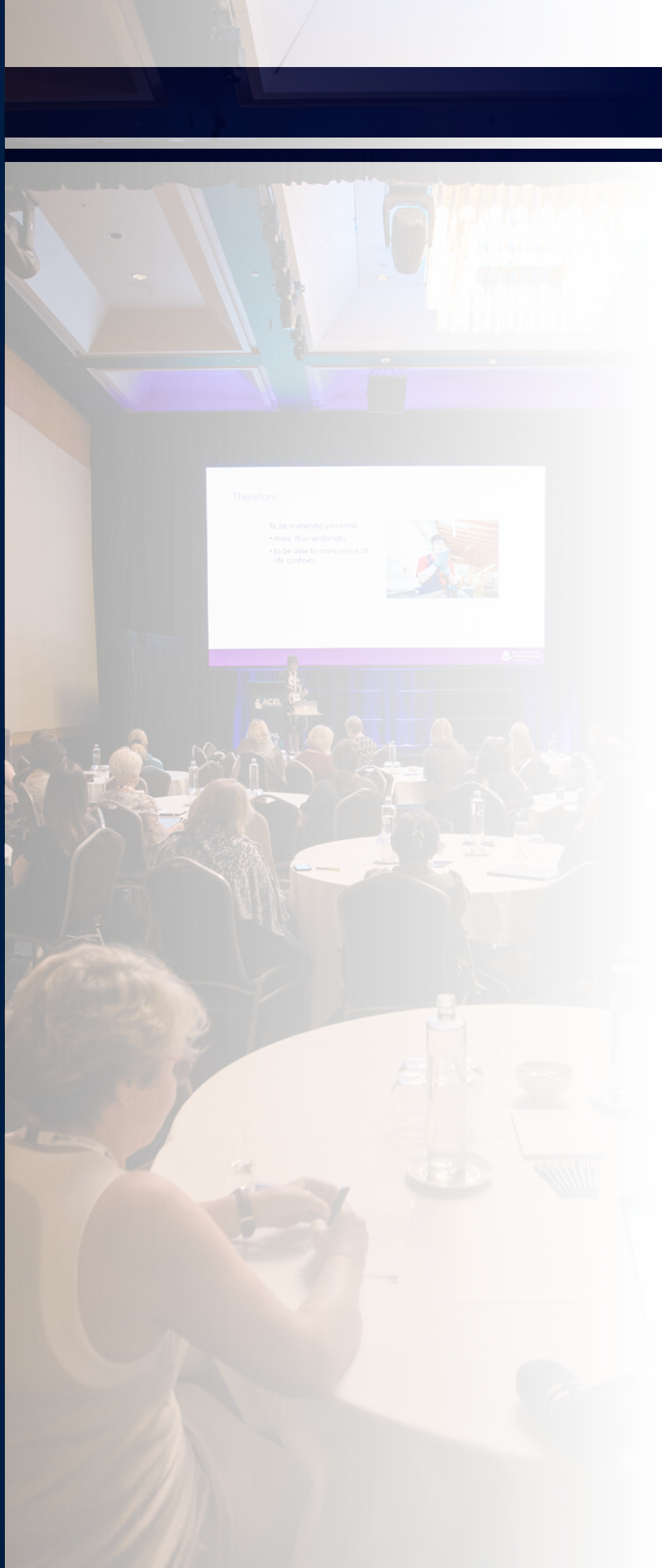
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// Strategic Pillars & Goals

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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 on behalf of the Australian Council for Educational Leaders (ACEL) Board to present the 2020/21 Annual Report.

It has been another busy year for ACEL which included welcoming our new CEO, Dr Barbara Watterston who started in the role after hosting our first ever ACEL Global Educational Leadership Conference. Dr Watterston brings a wealth of knowledge and expertise to the role and is a highly respected educational leader both nationally and internationally. The ACEL Board were delighted to appoint Dr Watterston as our CEO and we are all confident that the organisation will continue to go from strength to strength through her leadership.

The 2020/21 financial year saw no shortage of challenges with the COVID-19 pandemic significantly disrupting organisations and businesses around the world. Thanks to many years of careful stewardship and diligence from successive Boards and management teams, ACEL was well placed to respond to the many challenges and continue to serve our members. Major contributors to ACEL's financial sustainability are our professional learning programs and conferences. The vast majority of these were unable to be run in a normal 'in-person' format, however, thanks to the ingenuity of the ACEL team we were able to quickly move to online offerings including for our major leadership conference. This delivered an outstanding financial result for 2020/21 with a 'breakeven' outcome which underlined the strength of the organisation and ability to successfully respond to even the toughest situation encountered for many, many years.

In 2020/21 we also farewelled two of our longest serving Board members Ms Ann McIntyre, NSW Branch President and Dr Deb Kember, QLD Branch President. Both of these wonderful educators have served as Branch Presidents and Board members for the maximum two terms, six years in total, and Ms McIntyre has also served a further period as an Independent Board member taking her to a total of nine years as an ACEL board member.

Ms McIntyre began as an Independent Director on the ACEL board, elected to the position by her peers, before being elected as NSW Branch president. During her period as an ACEL Board member she has held the positions of Chair of Publications and Chair of Professional Learning and has contributed to the success of ACEL conferences over many years. Ms McIntyre is a highly respected educator and has given so much through her commitment to the NSW Branch and ACEL nationally.

Dr Kember has held the position of Queensland Branch President for the past six years and has been a dedicated and passionate advocate for the education profession in Queensland and nationally. Dr Kember has served on a number of Board Committees during her time as Branch president and has grown the membership base in Queensland and handed over a very well-run branch that reflects the time and commitment Deb has demonstrated to the education profession in Queensland.

These are volunteer positions at both the Branch and Board level and both Ann and Deb have given freely many hundreds of hours of their time to the organisation and to the profession more broadly. I have greatly appreciated their knowledge, dedication and support during my time as President and thank them both on behalf of all ACEL members for their exceptional service.

We also say thank you to Ms Michelle McLaughlin, outgoing ACT Branch President and ACEL Board member for her service over the past three years. Ms McLaughlin has also provided passion and commitment to her role and I also recognise her service and appreciate her support.

With these long standing Branch Presidents handing over the reigns we welcomed our new State and Territory Branch Presidents, Dr Kirk Zwangobani, Dr Kylie Lipscombe and Ms Karen Fox.

Dr Kirk Zwangobani is a School Leader at Dickson College in Canberra and over his teacher career has also developed policy and projects within the ACT Education

Directorate, most recently, working closely with the ACT Board of Senior Secondary Studies in the development of 21st Century Humanities and Social Science curriculum. Dr Zwangobani's qualitative research explores the intersection of social, cultural, and education theory and how a deeper understanding of race, culture and diversity can better help us understand young people's educational and life experiences. Dr Zwangobani currently Chairs the ACT Multicultural Advisory Council advising the ACT Minister for Multicultural Affairs, is the AEL editorial board chair in 2021, and a member of ACEL's Academic Advisory Board. Dr Zwangobani was awarded an ACEL ACT Fellowship in 2019, and was a 2016 ACEL New Voice Scholar in Education Leadership research.

Dr Kylie Lipscombe is Senior Lecturer and researcher and Associate Academic Program Director of postgraduate studies in Educational Leadership at the University of Wollongong. She has 20 years' experience in educational organisations such as schools and university. Dr Lipscombe is passionate about the nexus between educational leadership and practice, and how leading impacts both teacher and student learning practices. Her program of research works closely with leaders, teachers and children in the fields of educational leadership, middle leadership, teacher collaboration, and professional learning. Dr Kylie Lipscombe is a keen contributor and leader in professional associations and is currently the academic leader of the NSW Department of Education Aspiring Principals Leadership program.

Ms Karen Fox has been elected ACEL Queensland Branch President. Having enjoyed a long career as an educator across all sectors, Ms Fox has fulfilled a number of senior leadership positions with a focus on curriculum, teaching and learning, leadership development, and more recently, in school governance. Karen has designed and facilitated educational and leadership courses at school and tertiary level and has worked within the corporate and professional services sector in the development of programs associated with leadership and organisational culture. Ms Fox has recently worked on targeted curriculum projects through the Queensland Curriculum and Assessment Authority and with schools and other organisations in culture and strategic planning,

and through mentoring early career teachers and leaders. Ms Fox has been an active member of ACEL since 2006 and an elected member of the ACEL Queensland Branch executive member since 2017. She was admitted as a Fellow of ACEL (QLD) in 2012.

We are also welcoming Ms Jacqui Lawless as the elected ACEL Tasmania Branch President. Ms Lawless is the Principal of Larmenier, Catholic primary school in Launceston. A school which boasts a functioning school farm and shares its site with an Aged Care Home. Ms Lawless has worked at many schools in the greater Hobart area and has worked across multiple sectors and across all schooling ages. In schools where she has had leadership roles she has been an activator of school improvement and led significant educational change. She has worked extensively in the area of student support and special education and is passionate about quality education for all students. Ms Lawless has a Bachelor of Education, and has recently completed her Masters of Education.

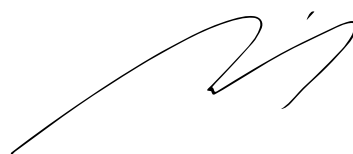
I would also like to thank our other State and Territory Branch Presidents who were re-elected by their peers to serve a second term

- Sinan Kerimofski, WA
- Coralee Pratt, VIC
- Aderyn Chatterton, NT
- Warren Symonds, SA

Ross Fox and Prof Martin Westwell continue as Independent Directors.

My thanks to all Branch Presidents and Board members for their continuing commitment to ACEL and their continued support for me as ACEL Board Chair and National President.

I am immensely proud of the exceptional work of the Board and management team during a very challenging 2020/21. I present to you, our members, the 2020/21 Annual Report.



//CEO's Message



Barbara Watterston
**ACEL Chief
Executive Officer**

I had the great privilege of joining the team at Australian Council for Educational Leaders (ACEL) towards the end of the first quarter of 2020 in an acting CEO capacity and more recently as CEO. As a member of this national professional organisation for many years, and now as CEO, I am a strong believer in its value and acknowledge the rich and strong contribution it continues to make to the profession. ACEL, through its significant membership, has a unique point of leverage in bringing theory and practice together that includes teachers, school and system leaders and academics. To be ACEL's CEO during a significant transitional stage as we have experienced since the onset of COVID-19 has been a rewarding and inspiring challenge.

The advent and impact of COVID-19 has tested the business model and leadership acumen of most organisations across the world including our own. Yet, the unpredictability of the current environment and variations across states and territories have provided an opportunity to explore the delivery of an expanded range of blended learning models including webinars and conferences. There is no question that the current context has been one where net income generation has been vulnerable to the challenges of responding to and living with COVID, most notably felt in the 2020-2021 financial year.

In significantly challenging times, whilst unable to host in-person events, including the national conference, ACEL experienced a surge of interest in webinars particularly in the second quarter of the financial year (end of 2020 school year). This contributed to an end of year result of (\$46,922). Given the circumstances, this was an exceedingly positive outcome.

It was due to the professionalism, dedication, and commitment of the staff in the National Office that ACEL was able to respond so effectively to the challenges of 2020 and maintain a positive and outward facing response to changing user needs. Characterised by a strong culture of collaboration amongst cross-functional teams, staff have worked creatively in

diversifying income streams (i.e., events and seeding of new programs and resources) supported by an enhanced communication strategy. Together with the guidance and expertise of the ACEL Board, the energy, passion and talent of the team in the National Office provides an empowering force to achieve our vision.

ACEL has survived and thrived for almost fifty years by responding to the needs of members and the broader educational leadership community. With a focus on recovery and renewal, ACEL will move beyond the current challenges and will continue to recalibrate and reimagine a diverse mix of online, hybrid, and in-person opportunities to support and engage our participants.

The new chapter in ACEL's strategic direction is focused on expanding and engaging more proactively with new and emerging leaders; embracing the education sector from early childhood and care to higher education, schools and systems; strengthening and expanding networks; and developing capacity to stimulate thinking, policy and practice through new strategic partnerships. It is an exciting but challenging brief particularly as we work together to build a sustainable future. To do so, I look forward to hearing from you, learning from you and enhancing our connectedness to inform educational thinking in the service of schools and our learning organisations. Contributing to creating opportunities for every young person to achieve success throughout their lives requires leveraging the collective wisdom in the room, to make a difference, together.

A stylized handwritten signature in black ink, appearing to read 'B Watterston'.

// Board of Directors 2020-2021

President



Stephen Gniel
ACEL President

Independent Directors



Martin Westwell



Ross Fox

Branch Appointed Directors



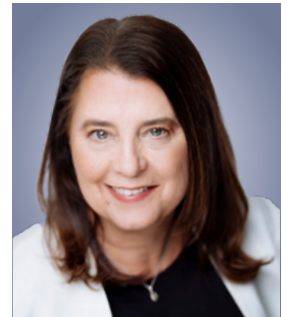
Kirk Zwangobani
ACT Branch President



Kylie Lipscombe
NSW Branch President



Aderyn Chatterton
NT Branch President



Karen Fox
QLD Branch President



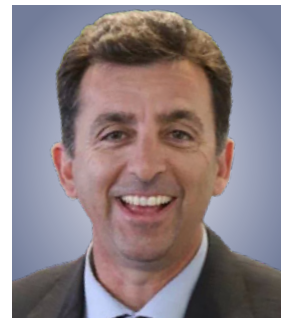
Warren Symonds
SA Branch President



Jacqui Lawless
TAS Branch President



Coralee Pratt
VIC Branch President



Sinan Kerimofski
WA Branch President

MEMBERSHIP

ACEL is a not-for-profit company and a learning organisation that is continuously improving its practices to contribute to and draw from national and global learning opportunities. ACEL actively supports the development of educational leadership capabilities across Australia through conferences, workshops, leadership programs, in-house publications, online resources and our one-stop bookshop for educational leaders.

ACEL MEMBERSHIP GIVES YOU:



Free access to ACEL's vast online library of writings and videos from pre-eminent Australian and international leaders.



Discounts on ACEL professional learning opportunities including conferences, workshops and webinars, as well as our Book Shop and resources.



Opportunity to receive the latest research and practitioner experience through our Australian Educational Leader and Leading & Managing journals free to your inbox.



A sense of belonging through diverse connections and networks via local state/territory branches and the National Office.



A cross-sectoral professional organisation that is inclusive of executive, established, middle and emerging leaders, from schools, systems, early learning settings and higher education, nationally and internationally.



MEMBERSHIP TIERS

ASSOCIATE MEMBERSHIP

FORMERLY INDIVIDUAL MEMBERSHIP

For individuals from all education sectors and organisations embracing the education sector from early childhood and care to higher education, schools and systems, metro or regional / remote and international including for example: teachers, leaders, researchers, consultants, advocates, system leaders

Pricing

1 Year - \$195
2 Year - \$360 (save \$30)
3 Year - \$510 (save \$75)

INSTITUTIONAL MEMBERSHIP

Institutional Membership is for groups from the same school or organisation. This offers your staff the full range of ACEL benefits at an affordable price.

For smaller schools or organisations please contact us so that we can support you in taking advantage of an Institutional membership.

Pricing (Annual)

2-5 person - \$190 pp
6-10 person - \$185 pp
11+ people - \$175 pp

RETIRED/STUDENT MEMBERSHIP

Let's stay connected whether you are taking time out to study or retiring from more formal roles.

Our retired/student membership provides you with affordable opportunities to enjoy lifelong learning and enjoy networking opportunities.

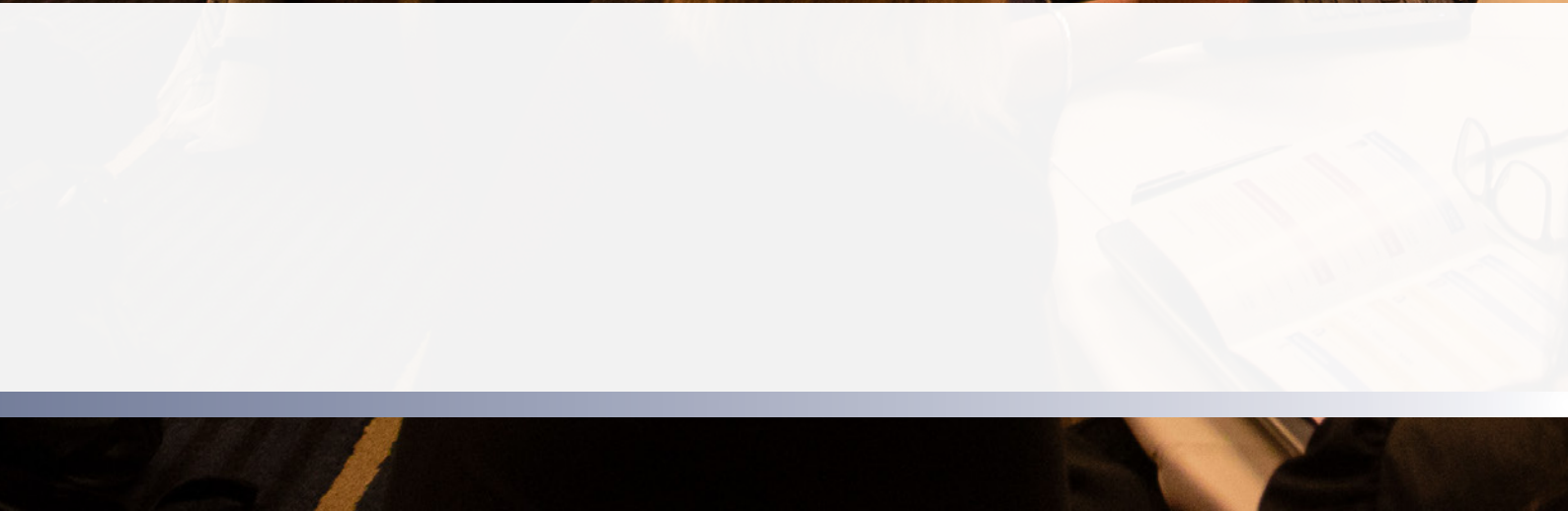
Pricing

1 Year - \$85
2 Year - \$140 (save \$30)
3 Year - \$200 (save \$55)

ACEL membership is available to classroom teachers through to system leaders and includes both starting members of the profession and aspirational leaders, as well as the valued experience of retired leaders.

Join Australia's premier professional association for educational leaders and benefit from free, discounted and exclusive premier events, resources and workshops for the education sector.

LEARN MORE & JOIN TODAY AT
[ACEL.ORG.AU/MEMBERSHIP](https://www.ancel.org.au/membership)





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

ACEL 2020
GLOBAL CONFERENCE

LEADING SUCCESSFUL LEARNING IN A CHANGED WORLD

2020 ACCEL Global Conference – Leading Successful Learning in a Changed World

30th September - 2nd October 2020
Online

ACEL hosted three conferences during the last financial year and only one of the three was held face-to-face. The pandemic forced the cancellation of ACCEL's annual conference in 2020. In its place, we held our first virtual global conference with complimentary registration as a way of supporting and thanking our members and all those who engage with ACCEL. The event attracted over 3,500 delegates with 16% international delegates from countries such as New Zealand, the United Kingdom, Canada, United States of America, and Hong Kong. The conference not only increased ACCEL's profile internationally but also expanded our engagement nationally. Based on feedback from delegates, the conference was an outstanding success. As two delegates said, the conference was an "excellent 3 days of thinking, reflection and talking" and another: "greatly appreciated and I'm sure it opened the eyes of many people to the quality of the ACCEL conferences."

Feedback highlighted the timeliness of the conference in providing opportunities to reflect, recalibrate and renew thinking about teaching and leadership in the light of the current pandemic. This was captured by one delegate who said:

"a thirst for validation and encouragement was ever present; being able to capture a local and international audience to champion educational leaders to look optimistically at a post-COVID landscape is a most powerful change agent".

An important feature of the conference was the inclusion of student voice where students from different schools and sectors contributed to the conference at numerous touch points ensuring that their perspectives and experiences were heard and respected.



PROFESSIONAL
LEARNING

DYNAMIC
NETWORKS

ENLIGHTENED
DISCOURSE

RECOGNITION OF
EXCELLENCE

EXEMPLAR
ORGANISATION



**every student.
every day.**

2021 ACEL National Disability & Inclusion Conference – Every Student. Every Day.

15th - 16th March 2021
Brisbane

The Disability and Inclusion conference was the only face-to-face conference held throughout the year. It took place on 15-16 March in Brisbane and was delivered in partnership with the Queensland Department of Education. As a hybrid event, it provided the opportunity for delegates not geographically close to still participate via online technologies. The event attracted over 350 delegates which was a significant increase compared to attendance of this conference in the previous year. The success of the event also prompted an opportunity to continue the partnership with the Queensland Department of Education to further delve into the area of inclusion and inclusive leadership. It was decided that the conference will be hosted in Brisbane in 2022.

**leading change
to support
child outcomes**
leading & learning,
a shared agenda

2021 ACEL Early Childhood Online Conference – Leading Change to Support Child Outcomes

27th - 28th April 2021
Online

The third conference that was held was ACEL's Early Childhood Conference. Following a number of postponements, it was delivered as a virtual conference over 2 days featuring thought leaders such as Professors Pasi Sahlberg, Karen Thorpe and Donna Cross. The Conference highlighted the importance of the early childhood and care sector in shaping the success of every student beyond the classroom. The conference was held in partnership with the Victorian Department of Education and Training.



PROFESSIONAL
LEARNING

DYNAMIC
NETWORKS

ENLIGHTENED
DISCOURSE

RECOGNITION OF
EXCELLENCE

EXEMPLAR
ORGANISATION

// Workshops & Webinars

During the last financial year, ACEL pivoted to offering a more significant curated collection of online offerings via webinars. These were led by both international and national experts such as Pasi Sahlberg, Ron Ritchhart, Lynn Sharratt, Andy Hargreaves, and Yong Zhao.

Local experts including Adam Voigt, Gavin Grift gave webinars on leadership challenges and defining and leading school culture, and Kristen Douglas and Amy Green, explored the topic of wellbeing for staff and students emphasising the importance of how school teams can recalibrate for life in 2021.

Given the popularity and success of these webinars, they will remain a key feature of the professional learning and development ACEL offers. It is anticipated that they will continue to increase our reach to those in remote/regional locations and also support all of our interested members seeking a flexible online quality learning experience.



Let the Children Play

Let The Children Play
Pasi Sahlberg

6th August - 20th August 2020
Online Webinar Series



WELLBEING IN EDUCATION

Wellbeing In Education
Robert Biswas-Diener

2nd September - 16th September 2020
Online Webinar Series



RIGOUR in the **REMOTE LEARNING CLASSROOM**

Rigour in the Remote Learning Classroom
Barbara Blackburn

14th October - 28th October 2020
Online Webinar Series



THE POWER OF **MAKING THINKING VISIBLE** **MAKING THINKING VISIBLE**

The Power of Making Thinking Visible
Ron Ritchhart

17th October - 31st October 2020
Online Webinar Series

Making Thinking Visible
Ron Ritchhart

1st May - 15th May 2021
Online Webinar Series



PROCESSING 2020 AND RECALIBRATING FOR 2021

Processing 2020 and recalibrating for 2021
Kristen Douglas

9th December 2020, 16th February 2021
Online Webinar



THE DEVIL IN THE DETAILS

SYSTEM CHANGE IN ACTION

The Devil in the Details Mary Jean Gallagher & Michael Fullan

11th February 2021
Online Workshop



VISIBLE LEARNING FOR MATHEMATICS

VISIBLE LEARNING FOR LITERACY

Visible Learning for Mathematics Douglas Fisher and Lyn Coote

4th May 2021
Online Workshop



NEXT STEPS IN 'THE WORK'

FOCUSING ON 'PRECISION-IN-PRACTICE' TO INCREASE ALL STUDENTS' ACHIEVEMENT

Next Steps in 'The Work' Lyn Sharratt

9th December 2020, 16th February 2021
Online Webinar Series



DEFINING & LEADING School Culture

Defining and Leading School Culture Adam Voigt

13th May - 27th May 2021
Online Webinar Series



PIVOTING WITH YONG: EDUCATIONAL TRANSFORMATION

Pivoting with Yong Yong Zhao

23rd February - 23rd March 2021
Online Webinar Series



Leading Staff WELLBEING

Leading Staff Wellbeing Amy Green

10th June - 24th June 2021
Online Webinar Series



Learn to PREVAIL & PROSPER in difficult times

Learn to Prevail and Prosper in Difficult Times Gavin Grift

22nd April 2021
Online Webinar



//Programs


Curiosity and Powerful Learning continued with the school improvement journeys of three cohorts of schools from across New South Wales and Australian Capital Territory in 2020 - 2021. Based on original research by Professor David Hopkins, the program has been customised to suit the needs of the NSW Public School system and maintains regular interest from other states across Australia.

Participants noted that the opportunity to work with Professor Hopkins across a long period of time played a key role in allowing their schools to improve pedagogical practice and implement sound foundations for collaboration within their schools which has resulted in genuine impact within their schools and networks.

ACEL partnered with Lyn Sharratt to bring the Clarity Learning Suite to Australia in October 2020. This online program built on the learnings from Lyn's successful book *Clarity - What matters most in learning, teaching and leading*. Serviced over 350 participants to the middle of 2021. This unique program was popular with system leaders and school leadership teams, allowing them a fantastic opportunity to engage with Lyn and her team as well as with schools, near, far, similar and different from their own across Australia. Clarity Learning Suite's focus on "whole system" and "whole school" school improvement has seen engagement from a large, cross-sectoral group of schools from all states.

The Leading School Transformation program, led by Dr Michael Anderson and Dr Miranda Jefferson ran in Sydney in May 2021 with participants focusing on how they can implement change within their schools. Classroom practitioners and school leaders took part in this opportunity.

CURIOSITY AND POWERFUL LEARNING PROGRAM

 **CLARITY**
LEARNING SUITE
PRECISION IN PRACTICE

LEADING SCHOOL
TRANSFORMATION



//Resources In Action

「RESOURCES IN ACTION」



Resources in Action has continued to provide practical discussion and actions in the areas of Leading, Managing, Teaching, Technology and Early Childhood. These resources focus on bite-size, easy to implement discussions of all facets of the school and leading experience. With clearly signposted segments providing reflective questions and discrete actions on the topics, Resources in Action is a key component of ACEL's commitment to ensuring both personal growth and the further development of school teams.

Over the past 12 months, issues have continued to provide content from practitioners across Australia as well as diverse contributions from New Voice Scholars.





//ACEL Bookshop



ACEL BOOK SHOP

The ACCEL Bookshop continued to be an integral piece of ACCEL's support for members, school leaders and practitioners, particularly during the lockdown periods. The bookshop's carefully curated content ensures that ACCEL is able to support educators, schools, libraries and institutions with current, relevant and diverse perspectives on all facets of leadership. The continued focus on Australian voices has been complemented by workshops and webinars during this same period. Across the year, significant improvements were also made to service delivery and customer response time as internal processes were streamlined and improved. ACCEL has also strengthened relationships with partners and publishers to ensure we provide the best rates that we can for our members and customers.

// Digital & Online Content

ACEL has three key digital content streams – ACEL Resource Centre [online articles and resources], ACEL Leader's Library [Video content and podcasts], and ACEL Webinars [regular online workshops featuring leading local and international educators].

In the previous year ACEL responded to the COVID-19 impact by launching our Digital Package subscription service, granting access to 6 exclusive webinar series as well as Leader's Lounge and a year-long access to the Resources in Action publication. The success of the first series of the Digital Package in the final quarter of the last financial year had us launching a second series spanning 2020-2021 webinars. Speakers included Ron Ritchhart, Barbara Blackburn, Mary Jean Gallagher, Michael Fullan, Lyn Sharratt and Yong Zhao.

The ACEL Leaders Lounge Podcast has grown significantly. With the 2021 Series producing and releasing over 40 episodes with a weekly schedule of 9am Monday, compared to previous 2020 series which had 26 episodes.



ACEL
RESOURCE
CENTRE



THE AUSTRALIAN
LEADERS
LOUNGE

ACEL ONLINE
PROFESSIONAL LEARNING
DIGITAL PACKAGES







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

During the last financial year there has been a continued effort to increase institutional membership and grow the membership base.

An important initiative undertaken in 2021 was a review of ACEL's membership tiers. The rationale behind the review was to reconsider the existing membership model to determine if it afforded value for money for members and whether it met their current needs and contexts. An important part of the review involved reaching out to current members, former members, and non-members to find out what they would like from their membership as well as ways to improve our offerings. Another impetus for the review was not only to simplify

the current membership tiers but also to increase our reach to include, engage and support emerging leaders and thus expand ACEL's membership base. Surveys were administered to, and conversations were held with, members from Branches across the country, seeking their feedback, views and insights. Based on the review, a new set of categories of membership was developed providing greater consistency and less confusion. A three-tier model (comprising associate membership, institutional membership, and retired/student membership) was launched at the end of the financial year, highlighting ACEL's value proposition. Connecting with and listening to our members is critical, and we will continue to ensure we do so on a formal and informal basis.

// Partnerships

ACEL has continued to partner with leading organisations in education throughout the past year. ACEL's partnership with Corwin continued to bring joint professional learning offerings, including Visible Learning, to a wide audience across Australia. The highly successful Curiosity & Powerful Learning program, in partnership with Professor David Hopkins and NSW Department of Education, brought to a conclusion a further two cohorts as well as continuing with another one. ACEL also partnered with Department of Education Queensland to showcase our successful, face to face 2021 Disability and Inclusion Conference in Brisbane. The Early Childhood Online conference ran in April 2021 in partnership with Victorian Department of Education.

ACEL's strong relationships with leading publishers and media partners has also ensured that we have continued to bring to our members and customers a range of diverse thinkers through our bookshop offerings and webinars and workshops.

Continued discussions with related industry bodies such as headspace, ESA, national and state-based principal/professional associations and universities have allowed ACEL to identify further opportunities for future collaboration as well as remaining abreast of issues impacting the industry through a range of sources.

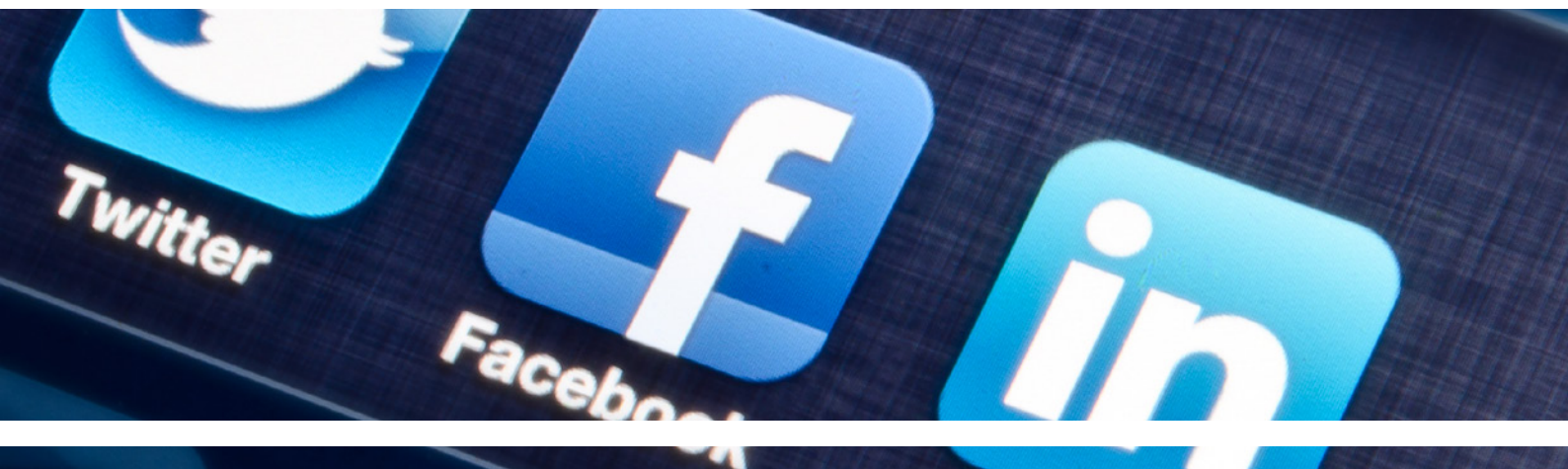


Education
and Training



Queensland
Government





//Online and Social Media

The ACEL website continued to be improved across 2020-2021, with a focus on ease of use and integration of all ACEL communications. The homepage was upgraded to prove as a central news hub for all of ACEL's offerings and updates.

A redesigned communications strategy in 2021 saw heavy investment in ACEL's social media platforms. Our Facebook page had been refreshed and engagement rose significantly in Twitter and LinkedIn. Social posts appear almost daily all serving a wide range of pillars. These pillars ensure messaging spans across ACEL's offerings as well as providing wisdom, support, insight, thought provoking prompts, news and offering free resources. Video content and sound bites have been a new and frequent addition to social posts this year.

Direct communications through email were further streamlined to fortnightly ACEL and ACEL Member newsletters consisting of events, organisational announcements, complimentary and curated articles, and industry news. Branch Newsletters frequency has also decreased and now features more content by way of Branch Executive messages and editorials. These approaches has gathered higher engagement and community trust as we thrive to inform, promote and inspire while being non-intrusive to the digital audience.







ENLIGHTENED DISCOURSE

//Evidence Informed, Profession-Led and Positive

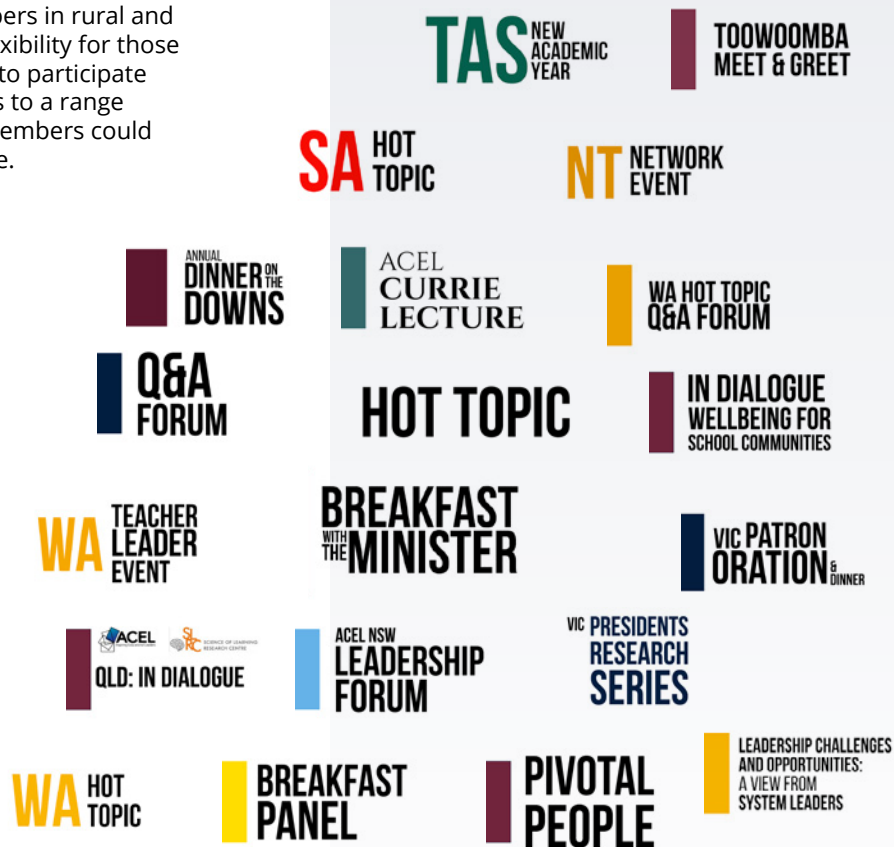
ACEL's position as the premier professional organisation in the education sector enables it to provide a platform for the dissemination of current research, policy and practice.



// Forums

ACEL branches continue to raise ACEL's profile in the profession as a premier association that supports the development of educational leadership capabilities across Australia. Over the last financial year, branches across all states and territories engaged through local forums to provide a variety of networking opportunities for members within and across branches and sectors. Due to the disruption of COVID-19, many of the branches moved their activities online due to ongoing lockdowns and the uncertainty surrounding face-to-face gatherings. The online environment brought with it increased engagement, particularly for members in rural and remote parts of the country and flexibility for those who may have been too time poor to participate otherwise. Moreover, having access to a range of recorded activities meant that members could engage where and when they chose.

Over 40 branch activities took place throughout the financial period and these ranged from Hot Topics, to Q & A forums and book clubs, to Breakfast with the Minister and State Award ceremonies. Opportunities for cross-branch collaboration and access was a positive and strategic emerging feature which will continue to build momentum and sharing of practice and expertise.





// Journals and Publications

ACEL's journals and publications are a key component of its mission to ensure educational leaders have access to high quality resources on relevant topic matters as well as sharing current research, policy and best practice. This opportunity to share the voices of established and emerging leaders as well as researchers and practitioners is a source of great pride for the organisation. This lens into different contexts, depth of analysis and data as well as the stories of leaders and schools is a key pillar in ACEL's contribution to the health and growth of leadership in Australian education.

Australian Educational Leader (AEL) is widely considered the premier practitioner-focused publication in current circulation for educational leaders. A range of experts from Australia and overseas contribute to showcase current research, policy and practice.

Across the winter months, the team at ACEL produced two COVID-19 special editions of AEL which went out free to members. Featuring expert practitioners and theorists from across Australia and beyond, these editions served as a timely reflection on a new learning and teaching paradigm which would continue on well beyond 2020. Exploring topics of STEM in home learning, impacts on regional, rural and remote Australia, the changing nature of leadership in these unanticipated times and so much more, these two special editions provided an in-the-moment source of professional learning and reflection which was made possible through ACEL's strong connections in the educational leadership space.

Leading & Managing continues to be a well-recognised peer-reviewed journal furthering the academic discourse around educational leadership. It contains an excellent cross-section of Australian and international researchers. In 2021, ACEL have begun the process of seeking feedback on the journal to ensure it serves members and the authors who publish in it.

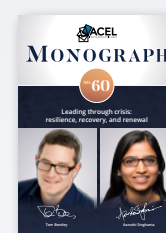
ACEL were also privileged to publish the 2020 Monograph by Tom Bentley and Aarushi Singhania which explored the timely topic "Leading through crisis: resilience, recovery and renewal". The 2020 New Voice Scholars continued the annual tradition of discussing how they thought education could be improved via our Perspectives online publication.

LEADING & MANAGING

JOURNAL OF THE AUSTRALIAN COUNCIL FOR EDUCATIONAL LEADERS



MONOGRAPH



AEL

Australian Educational Leader



// Australian Educational Leader

AEL is produced in-house by the ACEL team who have continued to take the journal from strength to strength. In 2021, considering member feedback and additional environmental concerns, ACEL took to an opt-in method for the physical copies of AEL, with members selecting whether they wanted to receive the journal online or in print and online.

Thematically, AEL has worked over the past 12 months to start an ongoing dialogue with members and readers around Middle Leadership and Wellbeing in addition to its ongoing cultivation of the educational leadership conversation.





AEL

Australian Educational Leader



Teaching Resilience: Project Based Learning at Northmead CAPHS

By Dr. Sarah-Jane Smith
Principal, Northmead CAPHS

At Northmead CAPHS, we have been fortunate to have a team of dedicated and passionate educators who have been working on a project based learning program for several years. This program has been designed to help students develop resilience and coping skills, and to provide them with a safe and supportive environment in which to learn and grow.



We didn't plan for this - but we led and learned: ARTIE Academy and COVID-19

By Dr. Sarah-Jane Smith
Principal, ARTIE Academy

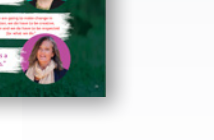
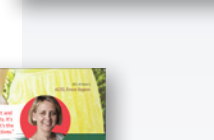
At ARTIE Academy, we have been fortunate to have a team of dedicated and passionate educators who have been working on a project based learning program for several years. This program has been designed to help students develop resilience and coping skills, and to provide them with a safe and supportive environment in which to learn and grow.

How are the kids doing? Children's self regulation, self awareness and their wellbeing



By Dr. Sarah-Jane Smith
Principal, ARTIE Academy

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Lea Waters

AEL INTERVIEW

By Dr. Sarah-Jane Smith
Principal, ARTIE Academy

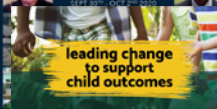
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ACEL 2020 Global Conference

By Dr. Sarah-Jane Smith
Principal, ARTIE Academy

At ARTIE Academy, we have been fortunate to have a team of dedicated and passionate educators who have been working on a project based learning program for several years. This program has been designed to help students develop resilience and coping skills, and to provide them with a safe and supportive environment in which to learn and grow.







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.

// ACEL Awards

The Australian Council for Educational Leaders

35th ANNUAL NATIONAL AWARDS CEREMONY

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

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

The 2020 ACEL National Awards were announced during the ACEL Global Online Conference which brought further national and global attention to this celebration of awardees.

ACEL Gold Medal

Ann McIntyre

ACEL Keith Tronc Award for Outstanding Teacher Leadership

Martyn Anderson

ACEL Nganakarrawa Award

Yong Zhao

ACEL Fellowships

Aine Maher

Meredith Edwards OAM

Murat Dizdar

James Laussen

Michele McLoughlin

Tracey Ezard

ACEL Leadership Award

Marnee Shay Peter Mader

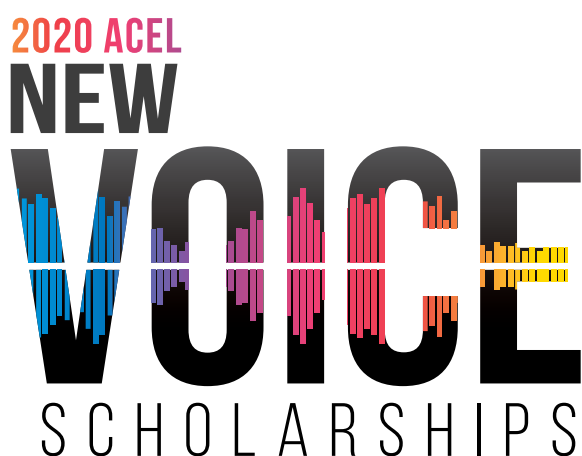
Sharon Collins

ACEL Presidential Citation

Deborah Kember

ACEL National Media Award

ABC ME



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

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

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

//ACEL Fellows 1981-2001

1981

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

1982

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

1983

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

1984

Phillip William Hughes	TAS
------------------------	-----

1985

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

1986

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

1987

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

1988

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

1989

John A Bunday	WA
Geoffrey A Burkhardt	ACT
Kingsley Curtis	SA
James Stewart Hamilton	VIC
Eric Hinchliffe	WA
Mary Mercer	SA
Merline Muldoon	QLD
Kath Phelan	NT
Ruth Readford	QLD
Neil Tuckwell	QLD

1990

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

1991

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

1992

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

1993

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

1994

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

1995

Robin Amm	NSW
Charles Burford	NSW
William F Donovan	ACT
Michael Gaffney	ACT
Gail Mackay	QLD
Joseph John McCorley	QLD
John Olsen McGorm	SA
Ian Stevenson	NT
Noel Lee Stonehouse	VIC
Colin James Sutcliffe	QLD
Beryl Wilson	VIC

1996

James McDonald Cameron	NT
Paul Carlin	VIC
Robert Connors	NSW
Janelle Eldridge	NSW
Tom Grace	WA

Everlyn Marie Jansen	QLD
Malcolm Lee	ACT
Richard Mayhew	WA
Cynthia Merrill	VIC
David Mossenson	WA (Hon)
Philip Thurston Seino	WA
Geoffrey James Spring	NT (Hon)

1997

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

1998

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

1999

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

2000

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

2001

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

// ACEL Fellows 2002-2020

2002

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

2003

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

2004

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

2005

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

2006

Simon Boss-Walker QLD
 Edward Brierley VIC
 Robert Chandler NSW
 Mark Creedon QLD
 Rev. Monsignor Thomas Doyle VIC
 Ron Dullard WA
 David Gurr VIC
 Anne Paul ACT
 Graeme Sassella-Otley WA
 Rosa Storelli VIC
 Desmond Cahill VIC (Hon)
 Lynne Kosky VIC (Hon)

2007

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

2008

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

2009

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

2010

Dorothy Andrews QLD
 Michael Avery NT
 Margaret Banks NT
 Toni Cocchiario SA
 John DeCourcy NSW
 Michelle Green VIC
 Bob Lingard QLD
 Stephen Hibbert Newton VIC
 Elizabeth O'Carrigan NSW

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

2011

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

2012

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

2013

Robyn Bell	QLD
Kerrie Blain	ACT
Simon Clarke	WA
Michael Dahl	SA
Simon Gipson	VIC
Diane Joseph	ACT
Garry Le Duff	SA
Toni Meath	VIC
Dennis Mulherin	QLD
Coralee Pratt	VIC
Brian Ralph	NSW
Paul Rijken	SA
Phil Ridder	WA
Brett Shackleton	QLD
Carolyn Woodhouse	VIC
Allan Blagaich	WA (Hon)
Leonie Clelland	WA (Hon)
Tony Cook	ACT (Hon)
Margaret Fenbury	NT (Hon)
Richard Gill	QLD (Hon)
Paul Mathews	WA (Hon)
Helen McGrath	VIC (Hon)
Erica McWilliam	QLD (Hon)
Paul Swan	WA (Hon)
Leonie Trimper	SA (Hon)

2014

Jeremy Beard	VIC
Ray Bloxham	QLD
Ray Boyd	WA
John Collier	NSW
Lisa Ehrich	QLD
Vicki Forbes	VIC
Bronwyn Harcourt	VIC
Robert Hoff	SA
Matthew Hughes	WA
Deborah Kember	QLD
Paul Kilvert	SA
Michael Lee	ACT
Warren Marks	NSW
Keith Newton	WA
George Palavestra	ACT
Phil Reid	SA
Annette Rome	VIC
Stuart Sellar	SA
Debbie Sukarna	VIC
Barbara Watterston	VIC
Tony Bryant	VIC (Hon)
Sylvia Corish	NSW (Hon)
Anne Ellis	ACT (Hon)
Sandra England	VIC (Hon)
Janette Gee	WA (Hon)
Barry Kahl	SA (Hon)
Sue Kennedy Branford	SA (Hon)
Maria Kirkwood	VIC (Hon)
Mary Margetts	WA (Hon)
Pam McRobbie	SA (Hon)
Michael Morgan	WA (Hon)
Regan Neumann	QLD (Hon)
Jacqui Quartermaine	WA (Hon)
Regina Thompson	NT (Hon)

2015

Dr Norma Ashton-Smith	VIC
Pamela Betts	QLD
Kerry Bolger	VIC
Professor Kathryn Brennan	NSW
Patricia Cowling	VIC
Dr Shane Glasson	WA
Dr Patricia Hindmarsh	TAS
Dr Norman McCulla	NSW
Ann McIntyre	NSW
Margaret McKenna	VIC
Anthony O'Byrne	VIC
Mandy Reynolds-Smith	TAS
Robert Walker	NSW
Dr Gerald White	SA
Stephen Breen	WA (Hon)
Wendy Cave	ACT (Hon)
Narelle Hargreaves	ACT (Hon)
Kim Hebenstreit	SA (Hon)
Jo Padgham	ACT (Hon)
Sheryle Yorston	SA (Hon)

2016

Michelle Anderson	VIC
Bruce Armstrong	VIC
Antony Beswick	WA
Chris Bonnor AM	NSW
Wendy Cahill AM	VIC
Sandy Cartwright	NT
Helen Goode	VIC
Dr Neil MacNeil	WA
Michael O'Neill	WA
John Mula	TAS
Debra Punton	VIC
John Ryan	QLD
Dr Anne Tonkin	VIC
Angus Tulley	ACT
The Asia Education Foundation	VIC (Hon)
Nicole Hanna	WA (Hon)
Abdullah Khan	WA (Hon)
Darrel LeMercier	WA (Hon)

2017

Judy Crowe	VIC
Anne Foale	TAS
Alan Genoni	WA
David L. Giles	SA
Joanne Jarvis	NSW
David Lee	WA
Lynda MacLeod	SA
William Maiden	ACT
Anthony Roberts	NT
Warren Symonds	SA
Vicki Treble	NSW
Tony Watson	WA

2018

Mark Campling	QLD
John Cleary	NT
Kim Dray	VIC
Catherine Rey	ACT
Brad Russell	NSW
Geoff Ryan	VIC
Judy Smeed	QLD
Patrea Walton	QLD

2019

Neil Barker	VIC
Sholto Bowen	VIC
Mary Fitz-Gerald	VIC
Richard Ford	TAS
Ann-Marie Furney	NSW
Ronald Gorman	WA
Carolyn Grantskalns	SA
Lorraine Hodgson	NT
Rachael Lehr	WA
Kylie Lipscombe	NSW
Julie Podbury	VIC
Fran Reddan	VIC
Robert Sieben	SA

2020

Murat Dizdar PSM	NSW
Meredith Edwards OAM	SA
Tracey Ezard	VIC
James Laussen	VIC
Aine Maher	VIC
Michele McLoughlin	ACT





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

Mr Keith Newton

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.



Ross Fox
Chair



Warren Symonds



Helen Starr



Keith Newton



BRANCH REPORTS

EXEMPLAR ORGANISATION



PROFESSIONAL
LEARNING

DYNAMIC
NETWORKS

ENLIGHTENED
DISCOURSE

RECOGNITION OF
EXCELLENCE

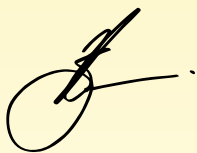
EXEMPLAR
ORGANISATION



//ACT Branch Report



Kirk Zwangobani
ACT Branch
President



It is a privilege in my first year as the ACEL ACT President to present to you the annual report for the ACEL ACT Branch. We have this year continued with the traditions that the Branch has developed over the years. We have also strived towards new initiatives and undertakings that offer value to our ACEL ACT membership.

As the new President, I would like to thank the Executive team for their guidance and support:

Kerrie Blain, Tony Bracken, Sandra Darley, Lachlan Ellis, Stacey Griffiths, Tabatha Kellett, Tom Kobal, Michele McLoughlin, Anna Owen, Melissa Planten, and Peter Usher.

I would also like to thank on behalf of the Executive the ACT Catholic Education Office, Association of Independent Schools of the ACT, and the ACT Education Directorate and their respective leaders – Ross Fox, Andrew Wrigley, and Katy Haire for the support they have given ACEL ACT.

There is no need to elaborate on the events of 2020 and 2021 in detail. A book that my students gave to me at the end of last year sums it up well – “2020: The Year That Changed Us”. What the pandemic, lockdowns, and remote learning did offer educational leaders, by necessity, was an opportunity to reflect and think differently about our leadership. For the ACEL ACT Branch these reflections resulted in an article for the AEL 2020 Special Edition on COVID-19, aptly titled “Are we capitalising on COVID-19?”

In November 2020 we were fortunate enough to have exited the first lockdown in the ACT and were able to hold the ACEL ACT Branch Awards ceremony ‘in person’. Congratulations to all our 2020 award winners who were recognised for their excellence across three award categories: ACEL ACT Growing in Leadership Award, ACEL ACT Excellence in Educational Leadership Award, and the ACT Trish Wilks Award for Collaborative Practice. Our new custom in the ACT is to have ACEL New Voice Scholars to share their leadership journeys at our Awards Ceremony. This year, Elinor Archer a Palawa woman and 2020 New Indigenous Voice in Educational Leadership joined us to speak about her leadership. Eli’s key message, that should resonate with all of us, was that “no one person leads, everyone does” ... there is no such thing as leadership without community.

2021 marked the third year for our ACT ACEL ‘Breakfast Panel’. Fast becoming one of our most popular events, the breakfast features our three sector leaders – Katy Haire, Ross Fox, and Andrew Wrigley, in conversation. This year they responded to a provocation: will COVID-19 deliver compelling and lasting change for the education sector? The discussion had by our sector leaders reminded members that it is worth making the most of ‘#COVIDtunities’.

Through our ACT newsletter, I have had the honour to introduce the ACT Executive to our local members. Each month we have featured a section – “Meet Your ACT Executive”, where the Executive members have shared their leadership story and vision. The diversity of the leadership experience that exist within the Executive lends itself to a dynamic team committed to serving ACEL members.

Finally in June we were able to host our annual Breakfast with the Minister. Minister for Education, Yvette Berry MLA joined us at the National Portrait Gallery to share with us her reflections on the first phase of the ACT’s Future of Education Strategy. Minister Berry’s longstanding rapport with ACEL members was obvious from her sincerity and astuteness in response to questions from the floor. The comments offered by ACEL members after the event were a welcome reminder of the benefit of bringing members together for lively and enlightened discourse.

ACT members have been fortunate this year to have the opportunity to attend virtual events hosted by the other ACEL branches. Thank you to our interstate colleagues, we hope to reciprocate and share virtual events with you in the coming year.

If there is one thing to which all ACEL ACT members agree, it is that ACEL provides us with the opportunity to be abreast of the most current research and trends, contemporary educational discourse, and most of all to connect and think more deeply and differently about how we lead.

It is a privilege to lead ACEL ACT and I look forward to the year ahead.



//NSW Branch Report



Kylie Lipscombe
NSW Branch
President

Kylie Lipscombe

ACEL NSW deeply appreciates the significant contributions and resilience NSW educators and leaders have faced over the past twelve months. Be assured that ACEL NSW continues to monitor a dynamic and evolving environment and provide the best support and resources to our members. We take great pride in the achievements of our NSW educators who reflect our council's vision to a better future.

While lockdown proved challenging for the design and delivery of professional learning, it was wonderful to be able to work with close to 70 educators in our online event *NSW Context, Culture and Collaboration- Creating a community*, facilitated by Professor Jioji Ravulo. We collectively explored the difference between cultural competency and cultural humility and examined ways we can genuinely value and cultivate inclusive relationship in our diverse learning community. The discussions were robust and honest and I thank those who attended and shared their own ideas, philosophies and practices. We look forward to forging ahead in 2022 with future plans focussed on more effective opportunities to engage our educational leaders.

Thank you to all members who nominated colleagues and peers for the 2021 NSW ACEL Annual Awards. We celebrated 16 outstanding educators from schools, early childhood centres, systems and universities. The celebration drew together close to 100 educators in the recognition of professional excellence. 95 people came together to celebrate three successful nominations for the ACEL New England Awards in 2020. On behalf of the ACEL NSW Executive committee, a very warm congratulations to all awardees.

I would like to acknowledge and thank the invaluable contributions of NSW ACEL executive team who have worked with me over the past twelve months- Mick Bezzina, Tony Bracken, Suzanne Fern, Joanne Jarvis, Brad Russell, Andrea Stringer, Kristen Murray, Sue Bryen, Rhonda Kaidby, Greg Whitby, and Kirsten McCarthy. The executive committees wavering commitment to ACEL, through identifying, celebrating and promoting the exceptional strength of NSW educators is most appreciated.

These times have highlighted the expertise, and importance of those who work closest to our young people to lead our education profession. It has tested our personal and professional lives and I am know has come at a cost to many people. We can take heart with the increasing vaccination rates and the lessening of restrictions that life has been tough but we have shown up to the best we can, and our leaders, educators, careers of our young people have and will continue to build stronger communities that are kinder, more resilient, more empathic and more connected. I can't remember a more complex and important time to be proud of our education system.



//NT Branch Report



Aderyn Chatterton
NT Branch
President

Chatterton

2021 has been a year of connection and collaboration for the Northern Territory branch of ACEL as we farewelled two long term branch members and executives and welcomed new colleagues into the ACEL Northern Territory family. The branch executive remains committed to supporting and enhancing a strong network for Territory education leaders and continues to focus on increasing cross-sectoral and regional membership while supporting Northern Territory Leaders' voice and agency at both a local and National level.

I would like to thank and acknowledge our 2021 branch executive, Shane Donohue, Jo Glennon, Geoff Perry and Julia Walsh. We are fortunate to have a branch executive that is comprised of school and system leaders from both the Government and Non-Government School sector, an executive that are united in their commitment to supporting Northern Territory educators and leaders. In addition to this we have a collective of ACEL members who volunteer, support and actively contribute to the promotion of ACEL membership and local events. Thank you to Ranae Graham, Kate Leo and Megan McKenzie for your invaluable contributions.

The end of the 2020 saw the Northern Territory Branch of ACEL farewell two active and prominent branch executive as they moved to Tasmania. Louise Corrigan and Regina Thompson, both ACEL fellows, were long standing champions and advocates of ACEL. Individually they made significant contributions to ACEL and have helped to build and shape the Northern Territory branch to the dynamic and supportive team that we see today. Regina Thompson was instrumental in encouraging, promoting and strengthening the connection between ACEL and the early childhood sector/programs while Louise was a passionate supporter of aspiring and early career leaders and facilitated educator panels and networking opportunities.

Our Annual Awards provide the Northern Territory branch with the opportunity to recognise and celebrate the strengths and diversity of Territory educational leaders. Congratulations to the 2021 ACEL award recipients, ACEL is privileged to recognise your outstanding contributions to the profession.

ACEL Northern Territory Fellowship Award
Trevor Read

ACEL Northern Territory Leadership Award
Mark Mangohig
Britany Roestenburg
NAPLAN Online Leadership Team
– Sarah Belsham, Sally Hodgson, Robert 'Monty' Montgomery, Prateek Hotwal, Michele Samuels

ACEL Northern Territory Aboriginal Educator Leadership Award
Haydon Staines

ACEL Northern Territory Inspiring Educator Award
Joel Hohn
Kelly Reinhout

Another highlight of this year came in the opportunity to host a stand at the Department of Education's recent Northern Territory Leaders' Summit. The annual Leaders' Summit is the premier professional learning event for education leaders in the Northern Territory and provides a forum for the presentation and discussion of innovative ideas and the latest trends in education. This year's Summit had a record breaking number of delegates in attendance with over 300 leaders from Government Schools, the Department of Education, Non-government schools sector, Early Childhood Education and Care sector and key stakeholder organisations. Holding a stand at the Summit for the two days provided the branch with an invaluable opportunity to connect with current, former and future members of ACEL. Thank you to the Department of Education for providing the branch with the opportunity to promote our organisation and most importantly, connect with Northern Territory leaders, the people that we are fortunate to work with and learn from.



//QLD Branch Report



Karen Fox
QLD Branch
President

In presenting my first Annual Report, I acknowledge the achievements of past President, Deb Kember, and thank her for her unwavering support of ACEL and educational leadership in Queensland. I also acknowledge the commitment of outgoing Executive Branch members – Mark Campling, Holly O'Sullivan Williams, Lee-Anne Perry, and Martyn Savage.

We welcome to the 2020-2023 ACELQ Executive, new members: Bruce Addison, Lee Catterell, Tameika Grist and John O'Sullivan Williams; returning members from the 2017-2020 term: Elizabeth Benson, Tracey Cook, Elizabeth Foster, Racquel Gibbons, Alexander Mason, and Sandra Nissen; and former member, Norman Hunter. In 2021 we farewelled and thanked our Branch support officer, Robyn Press, and welcomed Angela White to that role.

This 2020-2021 Report reflects the efforts of all these people; the rich legacy left from the previous Executive, and the commitment and vision of the current team. The strength of ACELQ rests with our members - the collective wisdom and experience of educators at different phases in the leadership journey, from across all sectors and levels of education, and representing such a diversity of regions and contexts. The wide range of opportunities for connection and professional sharing across the state is testament to the well-defined networks that have been created and sustained by our supportive members.

The 2020 ACELQ Awards Celebration, held online in August 2020, involved over 80 recipients, friends, and family from all over Queensland. A live room, in Education House in Brisbane, allowed several Executive members and the Patron of ACEL Frank Crowther to gather to chair the proceedings. One highlight of the evening was the Miller-Grassie address delivered by Associate Professor Jill Willis.

We congratulate the Queensland educators recognized in the 2020 National ACEL Awards: Dr Marnee Shay and Sharon Collins receiving Leadership Awards, and Dr Deborah Kember, the Presidential Citation. We also congratulate the Queensland 2020 ACEL New Voice scholarships: Tammy Baart, Amy Byrnes, Meredith O'Connor and Louise Wilkinson, and ACELQ sponsored QUT STAR award recipient, Sarah Gunn. We thank these recipients for their contribution to ACELQ newsletters, events, and meetings.

ACELQ was honoured to co-host the ACEL National Disability and Inclusion conference in Brisbane in March 2021. Queensland Branch members enjoyed meeting and sharing powerful insights with 300 delegates in Brisbane, and others online.

Developed as a conduit for members to discuss the changes experienced in 2020 and created and facilitated by Executive members, Alexander Mason and Dr Sandra Nissen, the *In Conversation* series enabled many educators across the state to collectively assess changes, critique adaptations and envisage new ways of doing things.

As a part of our tertiary engagement project, the successful *In Dialogue* series is in its third year. Held each term in partnership with the Science of Learning Research Centre (SLRC), at the University of Queensland, it provides a learning space – a dialogue – between school leaders and researchers in education, psychology and neuroscience. I acknowledge the efforts of Dr Stephanie MacMahon and thank her, Professor Annemaree Carroll and all researchers and teachers who have generously offered their time and expertise. I also thank Dr Sandra Nissen for providing her support and facilitation expertise to enhance our online dialogue.

In its fourth year, Pivotal People, a professional collegial network for educators in middle leadership, led by Executive member, Liz Benson, has grown in membership and esteem, with a reach of over 130 members. Meeting each term, it is a forum for stimulating intellectual conversations about topics that are meaningful to middle leaders. The first *Pivotal People Women in Leadership* dinner was held on the Gold Coast in March 2021 with guest speakers, A/Assistant Director General Stacie Hansell and Associate Professor Jill Willis.

The Toowoomba and Darling Downs network continues to offer opportunities for local professional learning and collaboration, including Panel Forums and welcome events. In May 2021, over 55 educational leaders from across the Downs and from Brisbane, gathered for the annual Dinner on the Downs, sharing a highly informative evening with colleagues and guest speaker, Adair Donaldson.

Although in-person events have dominated the 2021 ACELQ experience, the bonds established online in 2020 with rural and remote members have continued. This has especially been evidenced with our open Branch Executive meetings where we welcome the online input of our ACEL awards and scholarship recipients and partners.

Despite the changes experienced in 2020-2021, the Queensland ACEL experience has been marked by the enthusiasm of our members, the diversity of our offerings, and the commitment of our members and organisers. As admiration for the versatility, resilience, curiosity and creativity of the teaching profession has surfaced, we look forward with hope and optimism to further advancing the work of educational leaders in Queensland.



//SA Branch Report



Warren Symonds
SA Branch
President

ACEL SA plays a significant role in developing and expanding leaders' knowledge, understanding and advocacy of education and emerging trends in education. I am extremely honoured to present you the ACES South Australian Branch annual report. The past year has been an exciting and challenging year for South Australia.

The ACES members in South Australia have been supported by a small team of very dedicated professionals, and I want to thank the SA Branch Executive: Martyn Anderson, Christine Haynes, Barb Jenkins, Bev Rogers, Rob Sieben, and Mark Simpson, for their outstanding work during these very challenging times.

I would also like to thank the outstanding support and service of our retiring branch executive members: Dale Bennet, Rae Dawkins, Alice Dunlop and Lara Searle.

South Australia has a significant depth of education leaders, researchers, highly skilled teachers and innovators. During the 2020 ACES annual awards, the following educators were acknowledged and congratulated for their outstanding work in supporting the young people of South Australia.

ACES Keith Tronc Award for Outstanding Teacher Leadership
Martyn Anderson

ACES Fellowship
Meredith Edwards OAM

ACES Leadership Award
Peter Mader

The SA ACES branch facilitated various professional learning opportunities throughout the year, and several of our topics were made available to other ACES members throughout Australia. Two of our hot topics that received outstanding feedback were:

Leadership Practices for Building Trust:
This presentation explored the critical practices that can help school leaders and teachers build and develop the skills to become more trustworthy leaders. Dr Paul Browning facilitated this topic.

Cognitive Load Theory and the Human Effect:
The presentation highlighted the central tenets of Cognitive Load Theory and presented the findings of a recent Yr 8 classroom study that suggests that the learner may already internalise specific actions displayed by a teacher and, as such, may support learning and understanding but produce little cognitive load, improving the learner experience. Dr Brendan Bentley and Kylie Walters facilitated this presentation.

As part of our recognition of outstanding achievement for South Australian Educators, the Branch Executive launched our 2020 Annual awards, and we received significant nominations from the ACES members. I congratulate the following award recipients:

The Alby Jones Gold Medal Award
Jane Danvers

ACES Educational Leadership Medal
Kim Brady, Rebecca Clarke, Angela Falkenburg, Sister Jillian Havey, Dr Neil McGoran

ACES (SA) Fellowship Award
Alice Dunlop, Kevin Richardson, Kerry White

The ACES (SA) Distinguished Contribution to Research in Educational Leadership Award
Associate Professor Kerry Bissaker

The executive team organised for the annual awards to be held at Government House on Wednesday, 9 June, and due to COVID-19 restrictions, the awards ceremony was restricted to 50 guests. The Governor of South Australia facilitated the award ceremony event: the Honourable Hieu Van Le AC, who presented the combined awards for the ACES SA 2020 & 21 Award recipients. The Minister for Education: the Honourable John Gardner attended the function displaying significant support from the state government.

In August 2020, our ACES Retired Leaders started their once a term lunch meeting, and these meetings usually have 20-30 members attending. During each lunch, the planning committee organises a guest speaker, and they have covered topics such as International Education, Author presentations, and a wine tour for fun. The lunch meeting are organised by Kathy Cotter, Neville Highett and Jean Lomax.

Our future plans focus on continuing with our personalised approach and investigate more effective opportunities to engage our educational leaders. COVID-19 has provided us with the opportunity to run our professional learning through ZOOM meetings and various hybrid approaches, and these approaches have received favourable feedback.

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



//TAS Branch Report



Jacqui Lawless
**TAS Branch
President**

J Lawless

The Tasmanian Branch Executive is a small and dynamic group, dedicated to supporting educators within Tasmania and providing opportunities of Professional Learning and Networking. Thank you to the 2020/21 team for their ongoing commitment Cath Apanah, Louise Bender, Malcolm Elliot, James Seddon, Chris Rayner, Deb Day, Susan Walker, Helen Spencer and Anne Foale.

Towards the end of 2020 the ACEL Annual Awards were able to be held in person and continued to grow. Educators from across the state recognised for their passion, innovation and dedication to education and to Educational Leadership. The evening was one of reconnecting with colleagues, networking and sharing ideas and experiences. Many new educators joined us for the Awards Evening and we hope they will continue to support the event.

We began the 2021 academic year with a networking opportunity at the Republic. This was once again well attended. The educational leaders shared reflections on the past year with learnings to take forward. Aspirations and hopes for the next school year were shared hesitantly due to the uncertain times. Despite this uncertainty, our island state has once again moved positively and steadily through the year.

Education is continuing to evolve in Tasmania and this is evident in the cross sectorial work being undertaken in Year 9 – 12. Our Hot Topic focus on this major education change with the presenters open to questions and discussion from the group.

The 'Breakfast with the Minister' also has become an annual event. This year we welcomed the new Minister for Education, The Honourable Sarah Courtney. The Ministers personable, knowledgeable and relevant address gave us a positive sense of her commitment to the portfolio and her willingness to be open to questions, suggestions and input.

The breakfast was once again well attended with the Minister engaging with educational leaders in an honest and open atmosphere.

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



//VIC Branch Report



Coralee Pratt
VIC Branch
President

Coralee Pratt

2021 has been another challenging year for Victorian educational leaders navigating disruption to onsite learning and balancing the demands of remote teaching and administration, with their family and own wellbeing needs. Victoria continues to hold the title of providing remote learning to students longer than any other jurisdiction in the world, and as a consequence, educational leaders are now prioritising caring for the health and wellbeing of their staff, students and very often families as well.

This disruption, however, hasn't impeded ACCEL Victoria from providing a range of events to connect, collaborate, celebrate, and inspire our members.

The year started with our most prestigious annual event, the ACCEL Victoria Awards which provide recognition of excellence through Fellowships and Awards. This was the first time that the Awards had been held in March but proved to be a wonderfully positive way to start the year. We congratulated our 2020 Fellows: Sarah Broster: Sherril Duffy; Dr Rita Ellul: Joseph Favrin: Dr Peter Goss: Gerard Houlihan: Sue Harrop: William Keane: Lauren Sayer: Christopher Reed: Patricia Sweeney: and awardees Chris Wardlaw (Chair VCAA and Deputy Chair AITSL) who was awarded the Hedley Beare Educator of the Year: Dr Amanda Heffernan (Monash University) awarded the Brian Caldwell Research Award and Virginia Trioli (Journalist, Australian Broadcasting Commission) who was awarded the ACCEL Victoria Media Award for accurate, impartial and informative educational reporting.

We also used this occasion to acknowledge the 2020 ACCEL National Awardees from Victoria: Tracey Ezard, James Laussen, Aine Maher awarded National Fellowships: Yong Zhao, the Nganakarrawa award: and New Voice Scholars, Ray Swann, Pauline Thompson and Sarah Louise Gandolfo.

In May the first Q&A Forum for 2021 '*Leadership: The Bold and the Beautiful*' was held online. Panelists Fenwick English, Kate Morris, Mike De'ath and Ray Swann shared their thoughts on this provocative topic and responded to a range of interesting questions from the audience. The session was skillfully facilitated by Lauren Cook, an ACCEL Victoria Branch executive and distinguished school leader.

We are very grateful to have Professor Brian Caldwell as our ACCEL Patron and we honor that position every year through the annual Patron's Oration. In June, the 2021 Oration was presented by Professor Yong Zhao. Yong shared his thoughts about how this current time of disruption provides educators with an opportunity to re-imagine and invent new learning opportunities, and encouraged the audience to resist the urge to return to 'normal', mostly because it doesn't exist anymore.

The next Q&A in July was '*Re-imagining the Role of principal: Is the role too big and complex for one person?*' The session was quite provocative with our 5 panellists discussing how the role of the principal has changed significantly over the past 20 years and the demands on principals from all stakeholders has dramatically increased to level that some believe is quite unsustainable. Our panellists: Tina King (A/President Australian Principals Federation): Nicole Mangelsdorf (Principal, Kilbreda College) Pitsa Binnion (Principal McKinnon Secondary College): Theresa Lincoln (Regional Leadership Consultant, Melbourne Archdiocese) and Dr Amanda Heffernan (Monash University, Education Leadership) told powerful stories with themes of hope, resilience, and belief in the enduring importance of the principal's role. The session was facilitated by branch executive Fiona Hutton who also provided words of wisdom and inspiration gained from her role as CEO of Hutton Consulting where she interacts daily with principals and aspiring principals.

The popular '*President's Research Series*' was held in August where five researchers addressed the topic: *The implications of the #Metoo movement on Australian schools: What do schools, educators and leaders need to know and do?* Chanel Contos (Consent activist who joined the event from London), Debbie Ollis (Deakin University), George Variyan, (Monash University) Amanda Keddle (Deakin University) and Steve Roberts (Monash University) provided a lively TED talk style presentation. ACCEL Victoria appreciates and nurtures our strong connection with the tertiary section.

All event this year received overwhelmingly positive feedback and attendance numbers reaffirmed their value and quality.

The 2021 Conference was originally planned to be held face to face in Melbourne, but as we quickly pivoted to an online platform, the branch took responsibility for student voice. Thanks to Gail Major, eight Victorian schools identified and supported students to pre-record their ideas around three themes, and provide videoed reflections from a range of key presentations over the two days. ACCEL

Victoria has remained strong and focused in delivering opportunities and supporting members throughout 2021. Much of this success must be attributed to the dedicated and supportive Branch Executive who are all engaged in challenging full-time positions and yet manage to volunteer many hours to ensuring ACCEL Victoria is a thriving professional association.

I am very proud and privileged to lead ACCEL Victoria and work with such a talented and knowledgeable branch executive. I thank: Melissa Etherton, Karen Money, Fiona Hutton, David Gurr, Simon Kent, Gail Major, Lauren Cook, Lawrie Drysdale, Jane Wilkinson, Toni Meath, Sue Buckley and Louisa Rennie, all of whom give provide generosity of time and tremendous support to me and ACCEL.



//WA Branch Report



Sinan Kerimofski
WA Branch
President

I am honoured and excited to present to you the annual report for Western Australian (WA) ACEL branch for 2020 – 2021. At the beginning of 2021 our long-serving WA branch president, Sinan Kerimofski, stepped down temporarily from the position as Branch President due to conflicting work commitments. Sinan remained a Director of ACEL, whilst I stepped in to take over the Branch Presidency responsibilities. I was supported in this role by an amazing Branch Executive Team: Leonie Clelland, Kylie Day, Rachael Lehr, Olivia Matthews, Natalie Oddy, Bruno Pileggi, Gary Racey and Merrilee Wright serving in the following subcommittees. The Branch continued to be well supported by the Department of Education, Catholic Education WA, the Association of Independent Schools of WA and various WA Higher Education Institutions.

Whilst many states in Australia spent days, weeks, even months in lockdown this past year, Western Australians were incredibly fortunate to retain most of our day-to-day freedoms. Closed borders meant we couldn't bring in national or international speakers for professional learning events, but we could still meet face-to-face for locally organised branch events. We missed getting the big international names to our state, but it also gave us the opportunity to nurture local talent and facilitate meaningful conversations across the different systems, sectors, and phases of education in WA.

In September 2020 we hosted a Hot Topic titled: "What impact does innovative learning environments have on student engagement and teacher practices?" with speakers Tasmin Drummond, Olivia Matthews, Sinan Kerimofski and Mathilda Joubert. We also held an ACEL WA Global Conference Viewing Party in October 2020 to bring WA members together at St George's Anglican Grammar School to watch the global conference and not miss out on one of the best aspects of a conference – the networking!

We kicked off 2021 with a breakfast with the three Director Generals from the different education systems in WA: Valerie Gould (AISWA), Lisa Rodgers (DoE) and Dr Debra Sayce (CEWA). Very fittingly in the week of international women's day, these three inspirational leaders presented a refreshing picture of unity across boundaries when they explored the challenges and opportunities facing educational leaders in 2021. The event was recorded as an episode of the podcast EdLeaders Australia, which expanded the reach beyond the 60 participants.

In 2021 ACEL WA launched a new initiative: an educational leadership book club. Each term we choose a new book from the ACEL book shop (which promotes book sales) and then we invite leaders to attend a book club discussion at the end of term or during the school holidays. We launched in Perth and had since spawned a regional book club offshoot in the Great Southern region of WA. In total we have held five book club discussions in three locations addressing four books: *"Imperfect Leadership: A book for leaders who know they don't know it all"* by Steve Munby; *"Nuance: Why Some Leaders Succeed and Others Fail"* by Michael Fullan; *"Dare to Lead"* by Brené Brown; and *"Ferocious Warmth: School Leaders who Inspire and Transform"* by Tracey Ezard.

Our 2021 Branch Awards Ceremony in May was a huge success with our biggest turn-out yet of around 100 participants. Once again, the Minister for Education and Training, the Hon. Sue Ellery, officiated at the event which saw Lisa Rodgers, Director General at the WA Department of Education, receive the Pre-Eminent Educator of the Year award. All other awardee names can be found on the ACEL website.

Another first for the WA branch was hosting a one-day Symposium on *Leading with Impact in the Early Years*, attended by 126 eager educational leaders. The Symposium was a great opportunity to hear from 20 speakers across different domains, sectors, and industries across politics, practice, policy, philanthropy, health, community, education, and research contexts. It was a true celebration of West Australian talent and demonstrating the strength of ACEL to cross boundaries to serve the educational leadership community in our state. We remain committed to this pursuit.





FINANCE REPORTS

//2020-2021

Profit and Loss Statement for the year ended 30th June 2021

Balance Sheet as at 30th June 2021

// Finance Reports

Profit and Loss Statement

For the year ended 30th June 2021

Income	2021	2020
Branch Income	\$32,168	\$21,223
Business Development	\$686,078	\$816,786
Professional Learning	\$626,872	\$1,578,398
Bookshop and Resources	\$364,403	\$564,254
Conferences and Special Events	\$290,054	\$881,386
Interest Received	\$6,058	\$19,413
JobKeeper Subsidy and ATO Cash Flow Boost	\$290,000	\$116,000
Total Income	\$2,295,633	\$3,997,460
Cost of Sales		
Branch Expense	\$81,263	\$74,954
Business Development	\$152,227	\$191,239
Professional Learning	\$232,870	\$906,273
Bookshop and Resources	\$242,790	\$368,768
Conferences and Special Events	\$197,706	\$735,219
Total Cost of Sales	\$906,856	\$2,276,453
Gross Profit	\$1,388,777	\$1,721,007
Expenses		
Administration	\$225,716	\$410,179
Salaries and Wages	\$1,029,206	\$1,093,072
Superannuation	\$86,933	\$104,252
Total Expenses	\$1,341,855	\$1,607,503
Net Profit	\$46,922	\$113,504
Retained Profit at the Beginning of the Financial Year	\$2,621,713	\$2,508,209
Retained Profit at the End of the Financial Year	\$2,668,635	\$2,621,713

Balance Sheet

As at 30th June 2021

Assets	2021	2020
Current Assets		
Cash	\$1,277,562	\$1,577,979
Receivables	\$16,412	\$65,009
Prepayments	\$104,328	\$191,320
Total Current Assets	\$1,398,302	\$1,834,308
Non Current Assets		
Property Plant and Equipment	\$1,731,582	\$1,776,117
Total Non Current Assets	\$1,731,582	\$1,776,117
Total Assets	\$3,129,884	\$3,610,425
Liabilities		
Current Liabilities		
Accounts Payable and Other Payables	\$139,560	\$102,645
Provision for Employee Benefits	\$87,781	\$103,942
Other Liabilities	\$226,943	\$746,430
Total Current Liabilities	\$454,284	\$953,017
Non Current Liabilities		
Employee Provisions	\$6,965	\$35,695
Total Non Current Liabilities	\$6,965	\$35,695
Total Liabilities	\$461,249	\$988,712
Net Assets	\$2,668,635	\$2,621,713
Equity		
Retained Surplus	\$2,668,635	\$2,621,713
Total Equity	\$2,668,635	\$2,621,713

The Financial Report for FY 2020-2021, including the Auditor's report is presented to the AGM as a separate document



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.





**every student.
every day.**

ACEL NATIONAL DISABILITY
INCLUSION CONFERENCE 2021

15TH - 16TH MARCH 2021, BRISBANE

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**every student.
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INCLUSION CONFERENCE 2021

15TH - 16TH MARCH 2021

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ANNUAL REPORT 2020-2021

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

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