



Australian Council for
Educational Leaders

ANNUAL REPORT



2021-2022



Australian Council for Educational Leaders

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Australian Council for
Educational Leaders



To support, develop and
strengthen educational
leadership in current and
future leaders across
Australia and beyond

To influence educational
thinking contributing to a
vibrant professional learning
community, founded on a
shared commitment to
improve the quality of
learning for all

Strategic Pillars & Goals

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LEADERSHIP AND LEARNING

Leadership and Learning

- Identifying the professional learning needs of educators and educational leaders at their respective career stages
- Informing professional learning and resources by drawing upon seminal and contemporary research and engaging in ongoing evaluation of their effectiveness
- Advancing the knowledge and practice base of educational leadership via ACEL publications
- Connecting educators and educational leaders through professional learning opportunities across systems and locations nationally and internationally

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ENLIGHTENED DISCOURSE

Enlightened Discourse

- ACEL continuing its role as the premier educational leadership professional association that provides a platform for sharing educational leadership research and practice through publications, professional learning and conferences within and beyond Australia
- Initiating forums for members and non-members to engage in enlightened dialogue and exchange of ideas on educational leadership issues
- Strengthening relationships with Government and key agencies to build community and identity through purposeful engagement
- Stimulating thinking and action to positively influence policy and practice through strategic partnerships

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DYNAMIC NETWORKS

Dynamic Networks

- Focusing on member and non-member interests and needs
- Sharing contemporary quality practices in the profession through ACEL's two core publications, professional learning opportunities, and Awards
- Engaging members to collaborate, network and share best professional practices
- Inviting non-members to become members in the ongoing enhancement of professional practice and student learning

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RECOGNISE AND EMPOWER

Recognise and Empower

- Championing, encouraging and supporting excellence and diversity in education and educational leadership
- Recognising contributions and excellence in educational leadership with National Awards and Fellowships across states and territories
- Identifying new voices in educational leadership, educational research, and Indigenous education through scholarships

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ORGANISATIONAL EXCELLENCE

Organisational Excellence

- Strengthening organisational governance, policies and processes
- Safeguarding the financial sustainability of the organisation
- Using innovative practices and up-to-date research to inform the development of future focused programs, resources and professional learning activities
- Seeking feedback from members and other stakeholders regarding the efficacy of programs, resources, and professional learning activities for continuous improvement

President's Message



Stephen Gniel
ACEL President

On behalf of the ACEL Board, I present our 2021/22 Annual Report to our valued members and the broader educational leadership community.

ACEL remains the foremost membership based educational leadership organisation in Australia. It has once again been a massive year for ACEL continuing our commitment to serve our members in the context of 2021/22 presenting unprecedented challenges for educators nationally and internationally as well as for our organisation itself.

In this financial year, our first full financial year with Dr Watterston, as our ACEL Chief Executive Officer, it has been inspiring to observe the team as they have renewed their focus on the membership and the services that continue to support world leading education in our nation. We have continued to adapt our services and offerings to meet the explicit needs of the education profession who themselves have played a pivotal role in ensuring essential education services continued amidst highly challenging circumstances.

In 2021/22 we doubled down on our investment in our National team and they have returned our support with commitment and dedication, adjusting to whatever the circumstances have required. One memorable achievement was the transition from a planned in person 2021 national conference to a highly successful online offering in under six weeks. A truly remarkable achievement.

In terms of the business of the ACEL company, we have made difficult decisions to respond to the changing environment. This has included reducing services where necessary whilst reducing our costs accordingly. The challenges of responding to the international pandemic have been universal and ACEL has continued to operate effectively and efficiently during these difficult times, focusing on supporting our key assets, our people and the services they provide to members and the broader education profession.

There was significant stability of Board membership during this financial year, with the only changes brought about by two members moving on to focus on new, exciting and important roles in their own careers. Professor Martin Westwell resigned as an Independent Director in April, 2021 to, understandably, focus on his new position as Chief Executive, Department of Education, South Australia. As an ACEL Gold Medalist and passionate educator Professor Westwell was a wonderful Board member and colleague during his time on the Board. Of course, Professor Westwell continues to be a strong advocate for the education profession and ACEL. On behalf of the Board and ACEL members we congratulate Professor Westwell on his important new role and thank him for his service to the organisation as an Independent Director.

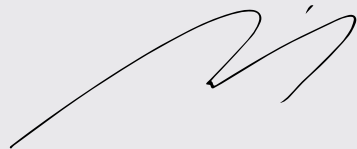
2021/22 also saw a change in the leadership of the ACEL Western Australian Branch. Sinan Kerimofski resigned as president of the Western Australia branch, also to focus on a challenging new role, with Matilda Joubert assuming the role in November 2021. Ms Joubert is currently the Director of Excellence and Innovation at Sheridan College and Lecturer in Leading School Improvement. Prior to this role she worked for seven years as a system leader leading school improvement at Swan Christian Education Association. Ms Joubert adds further diversity to the skills and expertise of the ACEL Board having completed two bachelor and three masters degrees (in music, languages, education, cognitive neuropsychology and business) and is currently completing her PhD at UWA, studying the measurement

of student creative thinking skills. I would like to thank Mr Kerimofski for his unwavering support and commitment during his time as ACEL WA Branch President and fellow ACEL Board member.

In March, 2022, we lost one of our greatest supporters in the passing of Dr Keith Tronc OAM. Dr Tronc was one of the education profession's great contributors, advocates and passionate supporters. In 2013, in recognition of Dr Tronc's exemplary ongoing commitment and service to ACEL, the annual ACEL National Award to teachers who have demonstrated outstanding practice in the classroom and as a result have made a difference to colleagues and the lives of students in their care was renamed the 'Keith Tronc Award for Outstanding Teacher Leadership'. This recognition of Dr Tronc's contribution will continue to be a reminder of his support and legacy.

Finally, this Annual Report will be my last as ACEL President. It has truly been an honour to serve on the Board for the past eight years, with six of those years as national President. As a former primary school teacher and principal, I would never have dreamed of the opportunity to contribute to such a wonderful organisation and educational institution that is the Australian Council for Educational Leaders. I would like to thank the members of the ACEL Board and the national team during my time as president for their exceptional support, commitment, professionalism and friendship.

I present the 2021/22 ACEL Annual Report to you, our members.



CEO's Message

As I reflect on the theme of one of our AEL journal issues in the middle of the financial year: *What does it take to lead?* never before have we felt the underscoring of this question in leading in complex times so profoundly. ACEL's value proposition is our connectedness with all in the ACEL community who represent the breadth, depth, and diversity of the profession. As many of our colleagues emerged from a significant period in lockdown midway through the financial year, we felt a level buoyancy for what may lay ahead.

On a global scale, 2022 began as a tumultuous year. Locally, our thoughts have continued to be with those communities wrestling with responding to the continuing impact of the pandemic and natural disasters. This has required emotional strength, resilience, determination, and creativity to constantly adapt to change and to make tough decisions when required. As discussed in one of our webinar series, our students will always remember this period in their lives as they returned to school, and how important it was to provide time and space to process everything they had experienced. Collectively, it afforded us time to reflect on and value the importance of working together, staying connected, and engaging in all types of learning.

For ACEL the impact of COVID-19 continued to test our business model and leadership acumen as it did with most organisations across the world. Engagement in professional learning was vulnerable to these challenges. We experienced a paradoxically transitional space where online fatigue set in and equally, a reticence to attend in-person events particularly where travel was required. The profession had competing priorities in dealing with the ever-changing rules of "living with COVID", coupled with teacher shortages and burn out.

Through the professionalism, innovation, dedication, and commitment of the National Office and Board, ACEL was able to maintain a positive and outward facing response, rising to the diversity of challenges that impacted the delivery of our services. With an ongoing focus on recovery and renewal, ACEL will continue to move beyond the current challenges by recalibrating and reimagining a diverse mix of online, hybrid, and in-person opportunities to support and engage our members.

Profiling, privileging, and listening to the voice of the profession is critical to informing the decisions that are made in the service of education and educating. There is no question that educational leaders have a powerful role to play in making those decisions. At ACEL we are committed to valuing and empowering the professional voice of educators and, by doing so, contributing to Australia's educational leadership agenda.

Our 2021 flagship conference continued as an important forum for members and other education professionals to come together not only to reflect and learn, but also recognise and celebrate the achievements of teachers and school and system leaders who provide exemplary leadership to all students across this country. Due to the uncertainties surrounding lockdowns across the country the ACEL team was able to successfully pivot to the provision of a fully online conference in six weeks.

Towards the end of the financial year, the appetite for face-to-face events cautiously returned. From online to in-person, we successfully delivered the Inclusion and Disability Conference *If I belong, I succeed*. The conference was memorable for many reasons, not least of which a moment to celebrate being face-to-face energised by like-minded others and fervent advocates for an inclusive and quality education for all students was hard to beat.



Barbara Watterston
ACEL Chief
Executive Officer

We responded with a reduced reliance on short-term professional learning activities through an emphasis on program development. Revenue was generated by the reimagining of *Curiosity and Powerful Learning*, the introduction of middle leaders' programs, the launch of the *ACEL Mentoring and Coaching Program*, and bespoke consultancies. These programs were designed to enhance connectedness through deeper engagement via in-person and online opportunities that provide connection within and between cohorts, across branches, states and territories. A focus on strategic and collaborative partnerships in the development and delivery of programs is represented in current programs and further opportunities will continue to be explored.

Despite income from revenue streams decreasing and recording a P&L deficit, the balance sheet remained relatively consistent to pre COVID-19 levels reflecting how effectively ACEL is negotiating and reducing costs, and efficiently managing its resources.

The National Office team responded relentlessly with flexibility and agility in an era of uncertainty. Investment in and commitment of staff has enabled capacity to enhance cross-functional skills and confidence. A focus on ongoing improvement in design and marketing capacity will enhance reach, engagement and authentic opportunities to connect with a dynamic platform to do so. Importantly, this will include reducing our reliance on traditional marketing approaches whilst being more accessible to a new generation of users and the way they co-create and engage in professional learning.

It is essential for the sustainability and ongoing impact of ACEL to learn from this period and to strategically plan for a preferred future. For professional associations, a business model historically reliant on membership income for financial stability will impact on viability. Whilst the year has been fiscally challenging, it also seeded important opportunities for the organisation to transform what we do; to value and enrich our current initiatives; streamline our infrastructure; develop a proactive and personalised approach to members engagement; make greater use of significant resources; and build collaboration and engagement across branches.

Just keep being there for us, is a comment we consistently receive in our feedback; rest assured we will.






MEMBERSHIP

ACEL's purpose is to support, develop and strengthen educational leadership in current and future leaders across Australia and beyond. We are a not-for-profit learning organisation, drawing from national and global learning opportunities.

Our vision is to contribute to a vibrant professional learning community, founded on a shared commitment to improve the quality of learning for all. We do this by actively supporting the development of educational leadership capabilities across Australia through our Branches, conferences, workshops, leadership programs, in-house publications, online resources and 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 - \$205
2 Year - \$378
3 Year - \$535

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 - \$195 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 - \$89
2 Year - \$147
3 Year - \$210

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.acel.org.au/membership)



ACEL National
Inclusion & Disability
Conference 2022

Belong iSucceed

16th - 17th May 2022, Sofitel Brisbane





Leadership and Learning

To inspire and develop educators and educational leaders regardless of where they are in their professional careers to lead learning outcomes for all.

Conferences

Although we were holding much hope to meet face-to-face for the **2021 National Conference**, ongoing lockdowns and Covid outbreaks required the event to be moved online 6 weeks out. In creating an interactive professional learning experience, the online environment complete with chat boxes, Q&A and a tab for leaders to note their actions and commitments for 2022, served over 500 participants engaging with speakers and one another.

The theme '*Leading Excellence Through Equity*' set both a challenge and an opportunity to understand, learn and make decisions. The conference explored different aspects of educational equity and how it is intrinsically linked to access to education and successful outcomes for all students.

The program included a range of keynotes, interactive panel sessions and student panels representing Australian and international experts as well as over 20 concurrent sessions. The conference theme was explored more deeply within 4 sub-themes:

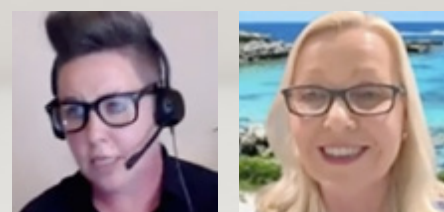
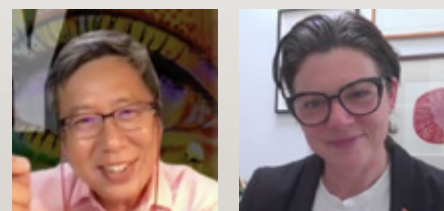
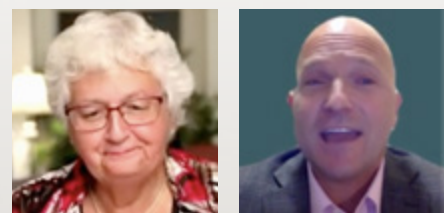
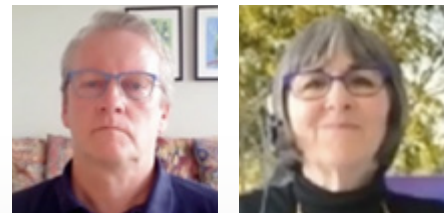
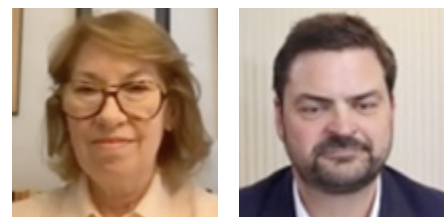
- Connections, community and collaboration
- Leadership, language and learning
- People, purpose, policy and place
- Inspiration, intention and access for all

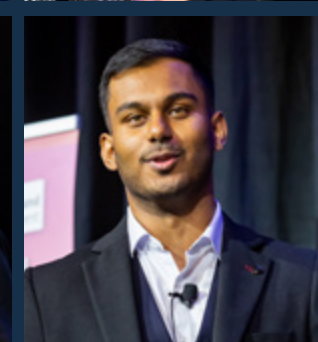
A **pre-conference workshop** – 'Leading with the hearts and mind' provided a platform for middle/emerging leaders to take a deep dive into the head and heart of leadership.

Our sincere thanks and appreciation to all our speakers, sponsors and delegates for their continued support and in making the Conference a success.

**LEADING
WITH THE
HEART & MIND**
PRE-CONFERENCE MASTERCLASS

**LEADING
EXCELLENCE
THROUGH
EQUITY**
ACEL ONLINE CONFERENCE 2021





if i
**Belong
 iSucceed**

ACEL National
 Inclusion & Disability
 Conference 2022

The **ACEL National Inclusion and Disability Conference 2022** was delivered in collaboration with the Queensland Department of Education, and with over 400 delegates representing all sectors, we were delighted to welcome interstate colleagues with the relaxation of border restrictions. The conference theme, *If I belong I succeed*, was beautifully woven through the contributions of our keynote speakers, our student, parent and stakeholder panels, and concurrent sessions presenters. All provided valuable insights into how we can create more inclusive schools and settings for young people so that they can participate fully and meaningfully in a quality education to enhance their life chances and learning outcomes.

Our conversation around inclusion and disability will continue in all that we do here at ACEL to contribute to opportunities that support every young person who enters our learning environments to leave with a sense of belonging, ownership and success.

Workshops & Webinars

To support our learning community, ACEL delivered a suite of professional learning offerings facilitated by leading experts, researchers and practitioners. Webinars continued to be a key feature with feedback indicating the value of accessibility and convenience for those not only joining us from remote/regional locations but also supporting members seeking a flexible online quality learning experience. This platform also provided us with the opportunity nationally to celebrate International Women's Day and recognise the ongoing contribution women play in our communities, country, and globally. Our significant curated collection of online offerings was led by both international and national experts and included the launch of a series of webinars for the Leaders Library enabling participants to engage with authors who enjoyed the opportunity to unpack their books on a deeper, practical level.

Towards the end of the financial year the ability to deliver in person workshops gave a much needed boost, energising participants as they came to learn and relish the interaction with each other and our presenters.



Transforming
**PERSONAL
&
PROFESSIONAL**
wellbeing

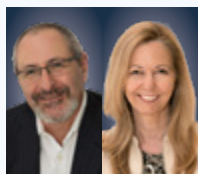
Five
Ways
of Being

CrisisID Coaching Program Gavin Grift

| 14 July - 11 August 2021 Online Webinar Series

Five Ways of Being Gavin Grift, Jane Danvers & Heather DeBlasio

| 7 June 2022 Kambala Workshop



LEADING
IMPROVEMENT
IN YOUR SCHOOL

Leading Improvement in Your School Vic Zbar & Pamela Macklin

| 7 - 21 September 2021 Online Webinar Series



Imperfect
Leadership
& Leading on the Edge

Imperfect Leadership Steve Munby

| 19 Oct - 2 Nov 2021 Online Webinar Series



ACEL
LEADERS'
LIBRARY
WEBINAR SERIES WITH:
ANDY HARGREAVES
& DENNIS SHIRLEY

Five Paths of Student Engagement Andy Hargreaves & Professor Dennis Shirley

| 9 Sep - 21 Oct 2021 Online Webinar Series



International
Women's Day
2022 with ACEL

Celebrate International Women's Day 2022 Rosemary Kariuki, Kristen Douglas, Tracey Ezard, Deborah Netolicky, Nicole Wade, Jane Wilkinson, Barbara Watterston

| 8 March 2022 Online Event



WHAT WORKS BEST
Maximising
Learning and Impact

Mindframes
of Leaders Who
Think and Act
Evaluatively

Maximising Learning and Impact John Hattie & Shane Crawford

| 15 November 2021 Online Workshop

Mindframes for Leaders John Hattie & Maria Tsavaris

| 28 April 2022 Online Workshop



Leading and
Coaching a
Culture of Thinking

Leading and Coaching a Culture of Thinking Ron Ritchhart

| 27 May 2022 Sydney Workshop

Programs

2021 saw over 600 participants took part in a revamped **Curiosity & Powerful Learning** program with Professor David Hopkins. The 12-month program is aimed to build capacity within networks of schools by providing frameworks and strategies to enable them to reach their educational goals.

ACEL also partnered with Professor Hopkins to offer a Directors' Program on school improvement over the course of January 2021.

We continue to partner with Dr Lyn Sharratt to offer the **Clarity Learning Suite** – an online collaborative effort that will touch system and school leaders and teachers across the globe, bringing together an interactive, online 'Communities of Practice' 24/7.

At ACEL, we recognise the importance of middle leaders and developing the future leaders of our industry. In partnership with the Kimberley Education Regional Office (KERO), we have developed and launched the inaugural **'Middle Leadership Matters'** program in the WA in June this year and look forward to rolling this out to the rest of the country in the coming months.

Another partnership focussed on middle leaders is that of ACEL's partnership with QELi offering an online program for middle leaders who are ready to take the next stretch in their leadership.

We have also reinvigorated the **ACEL Mentoring and Coaching Program** (formerly known as Elevate) with 25 mentors/coaches from different levels and sectors of education, who are ready to offer a range of expertise to meet the individualised needs of participants.

A series of bespoke **Women in Leadership** programs for aspiring and experienced leaders was delivered in collaboration with the Association of Independent Schools South Australia (AISSA) and Independent Schools Queensland (ISQ). The programs involved workshops, masterclasses and webinars, and will continue to be delivered in 2023.

CURIOSITY ^{AND} POWERFUL LEARNING PROGRAM



MENTORING and COACHING PROGRAM

MIDDLE LEADERSHIP MATTERS

Women in Leadership



Leadership for
Middle Leaders
Program



Resources in Action

Based on valuable feedback from our readers we streamlined Resources into two key areas – Leading and Teaching. We also acknowledged that our subscribers would prefer a yearly volume approach and responded accordingly by providing RIA subscription in 2022 covering all the issues from January to December no matter the date of subscription. Readers have continued to receive the same practice-led and research informed resources and using them with their teams, staff, and professional learning communities.

Resources in Action is a component of ACEL's commitment to ensuring both personal growth and further development of school teams. Over the past 12 months, issues have provided content from practitioners across Australia as well as diverse contributions from New Voice Scholars.

RESOURCES IN ACTION





ACEL Bookshop

The ACEL Bookshop provides carefully curated content ensuring that we are able to support educators, schools, libraries, and institutions with current, relevant and diverse perspectives of all facets of leadership and learning. 'Book of the Week' was reprised and highlighted through our social media and the book's newsletters. The fortnightly newsletter also continued to include resources complementing the workshops, webinars, Australian voices, and popular topics during this same period.

Processes have been implemented to improve overall customer service and engagement with the bookshop. ACEL has also continued building connections with authors, partners and publishers to ensure we provide the most contemporary resources at the best rates for our members and customers.



ACEL
**BOOK
SHOP**

Digital & Online Content

ACEL has two key digital content streams – ACEL Resource Centre [online articles and resources], and ACEL Leaders Lounge [Video content and podcasts].

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.



ACEL
RESOURCE
CENTRE



12,219 downloads
from **Jul 01, 2021**
to **Jun 30, 2022**



THE AUSTRALIAN LEADERS LOUNGE

The Australian Council for Educational Leaders presents
The Australian Leaders Lounge, our members-only portal for exclusive
interviews with local & international global leaders, conference keynote
presentations, and more.

The Leaders Lounge is also available as a free audio podcast direct to your
device and found wherever you download podcasts.

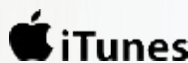
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THE AUSTRALIAN
LEADERS
LOUNGE

SUBSCRIBE TO THE FREE AUDIO PODCAST



AEL

Australian Educational Leader

Vol 43, Term 2 2021

Whole School Leadership

Leading improvement
in your school

by Pamela Macklin
Vic Zbar

Middle leadership:
A partnership in
teaching and learning

by Dr Kylie Lipscombe
Associate Professor Sharon Tindall-Ford

AEL Spotlight Interview
with Lea Waters



acel.org.au



Enlightened Discourse

To define and illuminate the professional voice and its contribution to Australia's educational leadership agenda in order to optimise its impact.

Forums/ Branch Activities

40 branch activities were held across all states/territories over the year, including the state awards presentations, hot topics, book clubs and networking events.

Online webinars once again became the preferred method in which to meet, present and discuss various topics for ACEL's branches, making them more accessible for those in remote/regional areas. Topics covered include middle leadership, leading school improvement and culture change, and various research series.

Cross-branch collaboration and engagement also became a feature this year as branches leveraged opportunities to share online activities with their interstate colleagues.

The branches held local events such as breakfasts with the Minister, leading innovation networks, and fireside chats.

We wish to thank our ACEL Branch Executives in contributing to the rich diversity of offerings to their local network.

ACT

- Aug 11, 2021 Fireside Conversation with Prof Martin Westwell
- May 27, 2021 Breakfast with the Minister
- The Honourable Yvette Berry

NSW

- Sep 9, 2021 NSW: Flourishing in the middle
- May 4 - Sep 7, 2022 Inquiry - The Heart of leading learning (4 Pt. Series)

QLD

- Sep 2, 2021 QLD/SLRC In-Dialogue 2021
- Oct 20, 2021 Pivotal People: Being an Authentic middle leader
- Oct 21, 2021 QLD Panel Forum
- Nov 4, 2021 ACEL QLD: In Dialogue
- Feb 16, 2022 Toowoomba Area Convenor Group Meet & Greet 2022
- Feb 23, 2022 Pivotal People: Keeping your spark alive
- Mar 10, 2022 Pivotal People: International Women's Day Dinner
- May 5, 2022 Pivotal People Middle Leaders Conference
- Jun 1, 2022 Pivotal People: The Great Reckoning
- Jun 2, 2022 QLD: Dinner on the Downs 2022

SA

- Sep 9, 2021 Hot Topic: Leading School Improvement and Culture Change
- May 25, 2022 SA: It's Time to Act and It's Time to Reflect

TAS

- Aug 5, 2021 Hot Topic: Principal Panel
- Oct 20, 2021 Breakfast with the Minister
- The Hon Sarah Courtney MP
- Feb 24, 2022 TAS: Welcome event and Principal's panel

VIC

- Jul 27, 2021 Q&A Forum: Reimagining the Principalship
- Aug 25, 2021 VIC President's Research Seminar: The implications of the #metoo movement
- Mar 17, 2022 VIC Middle Leaders - Developing Your Leadership Profile
- May 18, 2022 Q&A Forum: Crisis! What Crisis?
- Jun 15, 2022 VIC President's Research Seminar: Mental health of children and young people

WA

- Jul 15, 2021 WA Book Club - Perth
- Aug 18, 2021 Hot Topic Q&A Forum
- Sep 2, 2021 Great Southern Region Book Club
- Oct 7, 2021 WA Book Club - Perth
- Oct 20, 2021 Pivotal People: Fostering Student Self-regulation in the Classroom
- Feb 18, 2022 Leading Innovation in Education Network
- Mar 11, 2022 Breakfast with the Minister & Directors of Education
- Apr 6, 2022 Hot Topic: Learning from Instructional Walks
- Apr 21, 2022 Educational Leadership Book Club
- May 27, 2022 Leading Innovation in Education Network
- Jun 22, 2022 Hot Topic: Leading with Optimism



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 topics such as current research, policy developments, and best practice. The opportunity to present the voices of established and emerging leaders as well as researchers and practitioners is a source of great pride for the organisation and for ACEL's publications. Moreover, offering a lens into different contexts and practices told by teachers and leaders in schools and other education-related organisations, is a key pillar of ACEL's strategic focus.

ACEL disseminates, promotes, and publishes research via its three key publications (Australian Educational Leader, Leading & Managing, and the ACEL Monograph) and its two annual conferences, various professional learning programs, and multitude of events held over the year.

Australian Educational Leader (AEL) is widely considered the premier practitioner-focused publication in current circulation for educational leaders across the country. Both experts and practitioners contribute regularly to AEL.

Leading & Managing is a well-recognised blind peer-reviewed journal, published twice a year that furthers academic discourse around educational leadership. It publishes on education management and leadership in the widest sense and within contexts such as schools, higher education institutions, and other educational organisations. Building on the work that was done in 2021, ACEL continued to seek stakeholder feedback and support regarding future directions for the journal. These investigations were prompted in part by the need to seek a new editor for the journal since the long-standing editor, Professor Dorothy Andrews, announced her decision to step down at the end of 2022. Professor Andrews acted in the role of editor (and co-editor) for a period of 18 years during which time she managed all aspects of the double blind peer-review process, appointed and worked with an expert editorial board, solicited manuscripts for review,

and liaised with the ACEL publication team. Her commitment and dedication have been exemplary and ACEL wishes to thank Professor Andrews for the important contribution she has made to the pursuit of knowledge in the field of educational leadership. In September, 2022, an Expression of Interest was advertised for a new editor of Leading & Managing.

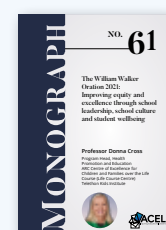
In 2021, ACEL was privileged to publish the 2021 Monograph by Professor Donna Cross which explored the topic "Improving equity and excellence through school leadership, school culture and student wellbeing." ACEL's Monographs are frequently written by the William Walker awardee and like Professor Walker, ably combine academic excellence, high levels of fellowship, and bring research to life.

LEADING & MANAGING

JOURNAL OF THE AUSTRALIAN COUNCIL FOR EDUCATIONAL LEADERS



MONOGRAPH



AEL

AEL, as the premium practitioner journal of ACEL, is managed by Project Manager/Editor Dr Lisa Ehrich, who works closely with 12 very experienced educators/educational leaders who form the editorial board as well as the Chair, Kirk Zwangobani, also an experienced educational leader, to produce four quality issues of the journal each year. The Project Manager in concert with the Chair and board members, play a variety of roles including soliciting articles (i.e., lead, general, and success stories) from academics and practitioners alike, reviewing the articles and then making a determination as to their suitability, and preparing the articles for publication. AEL is an in-house publication that is produced in two modes: online and in print by ACEL's publication team.

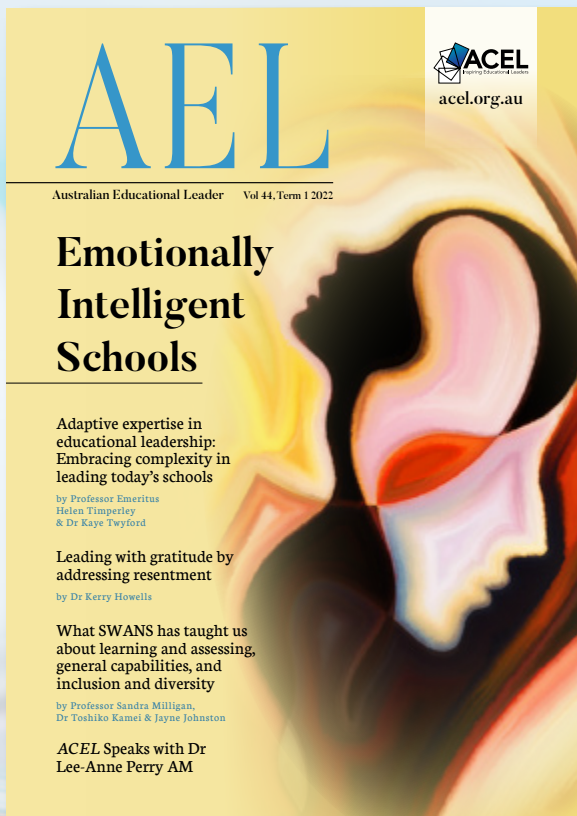
An important collaborative decision that is made yearly by the Project Manager, Chair, and board members is identifying and then choosing a topical theme for each of the four issues. During the last financial year, these themes varied in both nature and focus. All four

issues attracted a range of interesting, innovative, and inspiring articles drawn from experts from Australia and internationally who showcased their research, as well as leading practitioners from across Australia who celebrated stories of success, good practice and innovation. As an example, a two-part lead article by Professor Helen Timperley and Dr Kaye Twyford explored the importance of leaders developing adaptive expertise if they are to thrive in a rapidly changing environment. Another interesting lead paper by Dr Paul Kidson and Dr Rachel Wilson challenged educational leaders to pursue "a common good for the Commonwealth." These authors argued for leaders to ensure that the national goals of equity and excellence remain uppermost in the work of leaders and schools. Across all four issues, there were many wonderful stories of success told by practitioners ranging from how to lead an emotionally intelligent faculty, to using podcasts to support teacher professional learning, to creating inclusive practices in a primary school.

AEL

Australian Educational Leader









Dynamic Networks

To create and enable strong connections and networks for educators and educational leaders to collaborate across sectors and geographies.

Membership

Like many member-based organisations, the past year has been challenging and unpredictable. For those in our learning communities, much of the year has been spent focusing on ways to continue serving the community while navigating and adhering to the many additional health and safety protocols in addition to the business-as-usual activities. As a result, association membership became less of a priority.

It has been noted that despite ongoing challenges, those in the profession value the opportunity for continuous professional learning, sharing of research and practice and importantly, the ability to connect with like-minded professionals. We recognise the

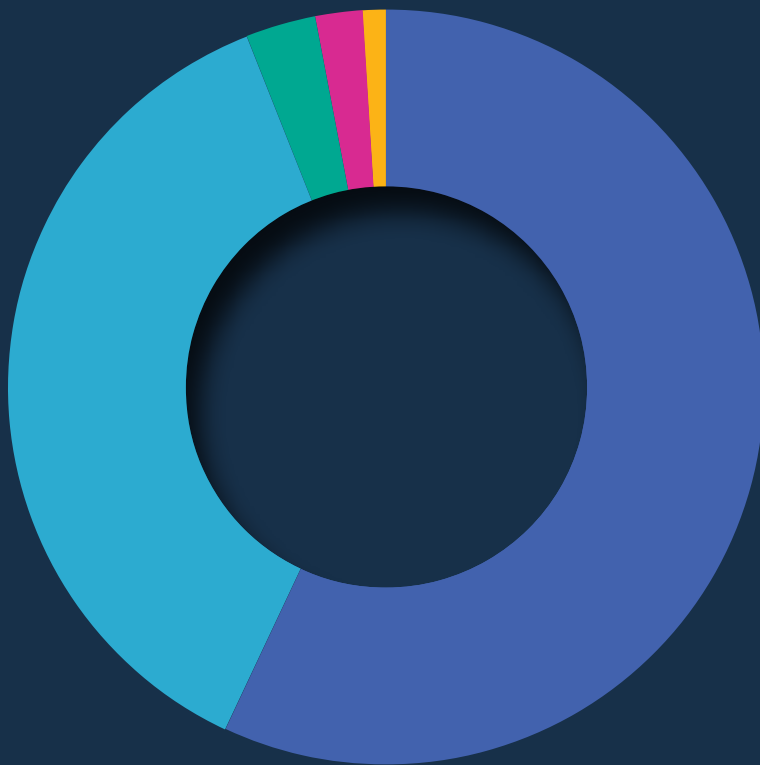
importance of belonging for our members, especially in times of uncertainty and our efforts continue to focus on a more personalised approach, providing touch points for our members to assist with membership renewals, queries on ACEL services, and in seeking feedback from members to inform ACEL's future planning and strategic direction.

The past year provided time for reflection and enabled ACEL to complete several initiatives that will help increase awareness of ACEL's membership benefits and offerings, underscoring the value and unique opportunities for connection and learning that a membership provides.

These achievements include:

- Development of ACEL membership marketing packs for distribution to our branches, including membership flyer and video highlighting our value proposition.
- Offer of complimentary ACEL membership to introduce ACEL to emerging leaders and promote ACEL to their wider network. A complimentary membership is offered to those who have been awarded an ACEL award at either a state or national level, and to participants in the recent ACEL Middle Leadership program.
- Upgrade of the ACEL internal database system which allows for a better collection of data to help inform ACEL's services and offerings.
- Personal follow up to over 250 members whose membership had lapsed during the pandemic/lockdown to encourage re-signing, resulting in 30% renewals.
- Staff training focussed on a more proactive approach to membership which has resulted in an increase of those who take up multiple year membership compared with the same time last year (55% increase for 2 years, 200% increase for 3 years). Pleasingly, we have also doubled the number of new members compared to the previous year.

Membership by Type



- 51% ASSOCIATE
- 38% INSTITUTIONAL
- 3% RETIRED
- 2% LIFETIME
- 1% STUDENT





Partnerships

At ACEL we value our industry partners who have provided us with the opportunity to collaborate on several diverse projects. These partnerships collectively have enabled us to raise our profile through extending and engaging strategically in a wider range of networks and offer a diversity of services including partner events enjoyed by our community.

Partnerships with publishers such as Booktopia, HBE, and Taylor & Francis have enabled ACEL to continue to provide curated titles for the online bookshop.

ACEL also partners with various departments of education and state-based sectors to deliver significant events including programs and two annual conferences.

Our sincere thanks and gratitude to all our partners as this enables us collectively to continue to provide valuable, targeted and bespoke offerings throughout the year.



Online and Social Media

The ACEL website continued to be improved across 2021-2022, with a focus on ease of use and integration of all ACEL communications.

A redesigned communications strategy in 2021 saw heavy investment in ACEL's social media platforms. 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. We listened to feedback and reduced marketing emails and introduced advanced filtering for subscribers to tailor their communications based on their interests. These approaches HAVE gathered higher engagement and community trust as we thrive to inform, promote and inspire while being non-intrusive to the digital audience.





2022 ACEL QLD
Excellence in
Educational Leadership
Award

Jennie Robinson



Recognise and Empower

To recognise and celebrate diversity, equity and inclusion in education and educational leadership and to empower the next generation of educational leaders.

ACEL Awards

The Australian Council for Educational Leaders

36th 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 2021 ACEL National Awards were announced via the ACEL Newsletter and recipients will receive their recognition at the ACEL National Conference 2022 in Sydney.

ACEL Gold Medal

Patrea Walton

ACEL Hedley Beare Award for Educational Writing

Pasi Sahlberg

ACEL Fellowships

Alice Dunlop

Frank Malloy

Dr Peter Goss

Phillip Moulds

ACEL Leadership Award

Neil McGoran

Christopher Smyth

Angela Falkenberg

Kerry White

Michael Newman

ACEL Presidential Citation

Deborah Kember

2022 ACEL
NEW
VOICE
SCHOLARSHIPS



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.

Submissions for New Voice Scholars were open for 2022.

ACEL Fellows

1981-1999

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

ACEL Fellows

2000-2021

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)

2002

Anne Benjamin NSW
 Catherine Gwynn Buchanan SA
 Kathleen Susan Cottee 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 Sleigh 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 WA
 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 Harly 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)



The Australian Council for Educational Leaders

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

2021

Alice Dunlop	SA
Dr Peter Goss	VIC
Frank Malloy	NSW
Phillip Moulds	QLD





Organisational Excellence

ACEL is an association which embodies professional excellence and models it with integrity

Board of Directors 2021-2022

President



Stephen Gniel
ACEL President

Independent Directors



Martin Westwell



Ross Fox

Branch Appointed Directors



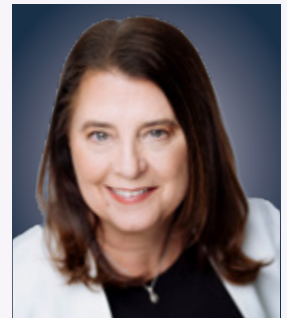
Kirk Zwangobani
ACT Branch President



Kylie Lipscombe
NSW Branch President



Aderyn Chatterton
NT Branch President



Karen Fox
QLD Branch President



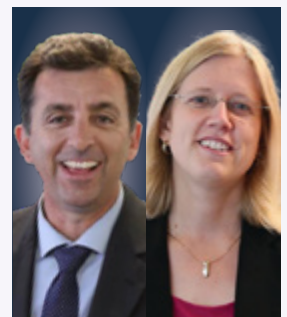
Warren Symonds
SA Branch President



Jacqui Lawless
TAS Branch President



Coralee Pratt
VIC Branch President



Sinan Kerimofski
WA Branch President
(Former)

Mathilda Joubert
WA Branch President



Audit and Risk Management Committee

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

Membership of the ARMC comprises:

Ross Fox
(Independent Director), Chair

Warren Symonds
(Branch Appointed Director)

Shamiso Mtenje

Bhaumik Bumia

Karen Fox

Helen Starr

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



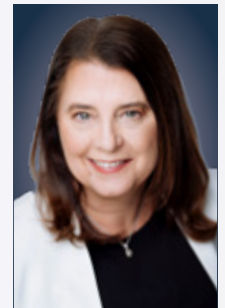
Warren Symonds



Shamiso Mtenje



Bhaumik Bumia



Karen Fox



Helen Starr



Keith Newton

ACT Branch Report



Kirk Zwangobani
ACT Branch
President



It is a privilege in my second year as the ACEL ACT President to present to you the annual report for the Branch. Over 2021/2022 we continued several of our regular calendar events, but also looked for new ways to advocate for the profession and to support our members to grow in their leadership.

Thank you to the executive team: Kerrie Blain, Tony Bracken, Sandra Darley, Lachlan Ellis, Stacey Griffiths, Tabatha Kellett, Tom Kobal, Michele McLoughlin, Anna Owen / Julie Jorristma, Melissa Planten, and Peter Usher... whilst we were expecting to return to business as usual this year, like many, we were curtailed by the pandemic and subsequent restrictions.

After postponing the 2020 lecture, this year we held the *Currie Lecture* on Wednesday 29 August (the eve of ACT's lockdown). In a last-minute pivot to a hybrid event, ACT members gathered in person at Canberra Girls Grammar School for a fireside conversation with Professor Martin Westwell zooming in from Adelaide. Professor Westwell took us on an enlightening journey through the current thinking around 21st C skills, learner profiles, mastery transcripts, microcredentials, and so on. A sincere thanks to Martin for giving us a clear view of an inevitable future.

To advocate for, and inspire, the profession, ACEL ACT members Tony Bracken, Anna Owen and Kirk Zwangobani joined Anna Vidot, the host of ABC Radio 'Drive' for her Friday Panel on World Teachers Day in October. The refreshing live on-air conversation brought to the fore the value of teachers as leaders in the community, lessons from remote learning, and our hopes for the future of education. We look to continue such public advocacy in 2022.

The ACEL ACT Awards continued this year albeit in a more intimate format. With restrictions still in place, the branch executive designed bespoke 2021 award ceremonies in November. Award recipients held celebrations with their colleagues at their school or office, catered for and hosted via Zoom by ACEL ACT. Congratulations to our 2021 award winners across the award categories: ACEL ACT Excellence in Educational Leadership Award, ACEL ACT Fellowship Award and the ACT Trish Wilks Award for Collaborative Practice. A clear message from the 2021 awardees was that the ACEL Award recognised not only their leadership, but also that of the leaders that have guided and mentored them along the way.

In February 2022 we were to hold our fourth 'Breakfast Panel' with sector leaders Katy Haire, Ross Fox, and Andrew Wrigley. Whilst planning to draw on ACEL's 2022 theme - '*Inspiring Hope, Leading the Future*' to shape the panel provocation, we were forced to cancel due to restrictions. We look forward to hosting once again in 2023.

This year's newsletter initiative focussed on sharing leadership perspectives through an aptly titled section 'Members' Voice'. Members contributed throughout the year newsletter op-eds and commentaries that succinctly captured the current education milieu. The thoughts that emanated from diverse members pieces, demonstrated how vital a cross sectorial professional association is in offering insights on, and advocating for, the profession.

In late May 2022 we hosted our annual *Breakfast with the Minister* at the National Portrait Gallery. It was a sold-out affair at which the ACT Minister for Education - Yvette Berry MLA, spoke on the themes ranging from early childhood education to legislative reform. And, in what felt like a session of ABC's QandA, took several questions around the future of education, shifts in power at the federal level, and cross sectorial advocacy for the profession. All of which opened lively dialogue. We thank, Minister Berry, for her continued contribution to ACEL ACT and for her heartfelt thank you to educators for their 'enduring leadership and efforts throughout these challenging times.'

Finally, we would like to thank several organisations that ACEL ACT has had associations and affiliations with this year, including but not limited to ACU National School of Education, Capital Region Schools Network, ACT Association of Independent School and the Catholic Education Office.

ACEL provides us with the opportunity to stay abreast of the most current educational research and trends, contemporary educational discourse, and most of all to connect, think, and reflect more deeply on how we learn and lead.

We look forward to the year ahead.

NSW Branch Report



Kylie Lipscombe
NSW Branch
President

Kylie Lipscombe

Last year I began the annual report with a statement of appreciation to NSW educators and leaders as they navigated a year of complexity and difficulties. I must admit that I didn't think back then that the following year would be more complex and more challenging than the last. I recognise the incredible strain our people, students, communities, education sites and systems have faced and importantly amongst these difficulties take great pride in the knowledge, expertise, and commitment to ensuring our young people are at the heart of what we do.

In 2021-2022, it was an honour and privilege to serve on the NSW ACEL executive as President. I'd like to take a moment to send a massive thank you to the executive team (Mick Bezzina, Tony Bracken, Sue Bryen, Joanne Jarvis, Rhonda Kaidby, Paul Kidson, Michael Krawec, Kirsten McCarthy, Corinna Robertson, Andrea Stringer, Greg Whitby, and Lily Klasson), who as volunteers, take on the extra time and effort in addition to their professional responsibilities to lead, manage, organise, innovate and contribute to NSW ACEL. It's incredible work and I thank them for everything they do.

Like most professional associations, we have faced a number of challenges including memberships, volunteerism, and visibility. Amongst these challenges though, this year we have seen some fabulous NSW events demonstrating the thoughtful leadership and brilliance of our educational community. Late in 2021 we hosted 'Flourishing in the Middle', an online event attended by close to 180 people focussed on middle leadership. In Term 2 2022, we launch a 4-part virtual series titled 'The Heart of Leading Inquiry' facilitated by Prof. Ann McIntyre, Prof. Helen Timperley and Dr Kaye Twyford, Dr Jenni Donohoo, and Prof. Jenny Gore. Over 160 educators and teams joined us over three terms to explore adaptable leadership, collective efficacy and evidence based practices to collaborative lead inquiry in educational settings. Feedback from these sessions shows the power of collaboration, professional learning and robust discussions:

- The sessions are highly effective in their structure. The use of examples that transcend school settings allows for great collaboration
- This is proving to be a terrific learning experience with such credible presenters.
- I loved connecting with other leaders who are in similar but different places... around a structured framework for reflecting upon inquiry
- The breakout teams were fantastic in consolidating our learning and applying new learning to our context
- Four types of evidence for collaborative inquiry teams will be very useful in guiding teams to know what sort of data they can collect. Know thy collective impact flow chart answers the question we have been asking - when do we stop a cycle and move on?

ACEL's journals AEL and Leading and Managing are a key part of celebrating and sharing the amazing educational research and practice happening in NSW, Australia and beyond. We have been fortunate to learn from a range of NSW educators and researchers from their journal publications including Michael Reardon (St Paul's Catholic School), Julie Kennedy and Stacey Exner (Director Educational Leadership, Sydney) and Professor Jioji Ravulo (USYD). Amongst many others, these examples highlight the capacity of all career stages, roles and systems to contribute to scholarly discourse and knowledge learning.

In more great news, each year NSW ACEL recognises the outstanding contributions of colleagues through our state leadership awards. These awards are designed to recognise excellence of our educators, leaders and researchers through recognition and celebration. Thank you to those people who nominated their colleagues, as without you, there would be no awards. I am thrilled to be presenting these awards in October and encourage you all to attend. On behalf of the ACEL NSW Executive committee, a very warm congratulations to all awardees.

NT Branch Report



Aderyn Chatterton
NT Branch
President

Chatterton

2022 has been a year of renewal and new connections for the Northern Territory branch of ACEL with the branch welcoming the emergence of new partnerships and tapping into some new insights and ideas from local networks and colleagues. 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 2022 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 Kate Leo and Megan McKenzie for your invaluable contributions and support.

Over the past year, the Northern Territory branch of ACEL has hosted three key events to support the promotion of the network and professional learning that ACEL membership provides.

ACEL secured a stand at the Department of Education's 2021 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.

In term 2 of 2022, ACEL were fortunate to attend the Darwin Region's Assistant Principal networking event. The network has been created through the commitment of two local Assistant Principals, Ruth Hillier and Tim East, who after moving from regional areas of the Northern Territory, saw the need to create opportunities for urban based middle and new leaders, to come together to network, share practice and create a professional learning community. ACEL branch members attended the network meeting, with branch executive Jo Glennon sharing her own journey to Principalship and highlighting the role that ACEL has played and continues to play in supporting her leadership learning and growth. The numerous resources and professional learning that ACEL provides were showcased at the network meeting and the branch executive looks forward to continuing to partner with this important network as they grow and formulate their learning agenda.

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 2022 ACEL award recipients, ACEL is privileged to recognise your outstanding contributions to the profession.

ACEL Northern Territory Fellowship Award	Kate Robarts
ACEL Northern Territory Leadership Award	Warwick Peter-Budge
ACEL Northern Territory Aboriginal Educator Leadership Award	Larissa Pickalla
ACEL Northern Territory Early Career Teacher Leadership Award	
Alex Ward	Anika Sorensen

Congratulations to the Northern Territory 2021 ACEL Northern Territory Inspiring Educator recipient Joel Hohn, whose exceptional leadership, innovation and commitment to transformative education has been recognised through a 2022 National ACEL Award for Leadership. The Northern Territory branch ACEL are privileged to play a small role in shining the spotlight on and promoting the exceptional commitment and dedication of Northern Territory educators. We thank you all and recognise that great things happen in Northern Territory schools, everyday.

QLD Branch Report



Karen Fox
QLD Branch
President

The *Statement of Commitment to the Profession of Teaching* was developed by ACELQ in partnership with a fully representative group of Queensland educators in 2017. Since then, we have sought every opportunity to highlight the Statement as a guide to our purpose and identity as a profession. In the past year, with various challenges for and achievements of the profession, the words of the Statement have resonated even more strongly. As we listened to the discourse around teaching and leading, we noticed common needs and aspirations. Hence our 2022 ACELQ theme - Leading with humanity and hope - which, together with the Statement, provides a touchstone and inspiration for all our Queensland plans.

Nearly 100 guests gathered at St Aidan's Anglican Girls' School in October 2021, to recognize and celebrate the achievements of some of Queensland's exceptional leaders from across all sectors, from a variety of contexts and regions, and representing leadership at all levels - system, school, university - and including emerging and middle leaders.

Highlights of the evening included the thought-provoking Miller-Grassie Address delivered by Dr Lee-Anne Perry AM, and the presentation of the 2021 ACEL National Gold Medal to Petrea Walton by ACEL Patron Emeritus Professor Frank Crowther. We also honoured the other Queenslanders receiving 2021 National awards: - Michael Newman (ACEL Leadership Award), and Dr Phillip Moulds (ACEL National Fellowship). We are grateful to the ACELQ Awards Committee Chair, John O'Sullivan Williams, and committee members, Lee Catterall, Liz Foster and Norm Hunter, for planning such a successful evening.

In its fifth year, ACELQ Pivotal People, a collegial network for middle leaders, continues to be deeply valued and supported. Topics in the 2021/22 Gold Coast program focused on stories of optimism, practical ideas to deepen connection and purpose, and an authentic leadership and presence workshop with Emeritus Professor Patrick Duignan.

The Pivotal People *Women in Leadership* dinner held on the Gold Coast in March 2022 offered participants an opportunity to network and to reflect together, inspired by the personal stories and inspiration from guest speakers, Nicole Elkins, and Virginia Warner. ACELQ is expanding Pivotal People into Brisbane from August 2022.

The success and growth of Pivotal People reflects a need for such a network and is testament to the strong leadership of ACELQ Vice President, Liz Benson, and the teams of committed middle leaders who are passionate about designing programs for other middle leaders.

The *In Dialogue* series, run in partnership with the Science of Learning Research Centre (SLRC), provides a learning space - or dialogue - for school leaders and teachers, with researchers in education, psychology, and neuroscience. The 2021 topics focused on the power of social connection and collaboration, and on teacher wellbeing.

We thank Dr Stephanie MacMahon from UQ/SLRC and Executive member Alexander Mason, for designing and presenting these sessions.

ACEL is a strong presence in the Toowoomba region thanks to the efforts of a group of loyal members, who hosts an annual Forum, a Welcome event for new educators in the district, and the annual *Dinner on the Downs*. At the 2022 Dinner, educational leaders enjoyed the company of colleagues from across all sectors and roles and shared highly informative evening with guest speaker, Mike Thomason.

In 2021 Branch Executive members sought to engage with Queensland members through reflective piece. We thank Meredith O'Connor and Alexander Mason for contributing their thoughts, and Norm Hunter for leading this initiative.

It takes a community of generous minded people to achieve the sense of belonging and shared learning that we have experienced this year. We thank the following for your ongoing support, contribution, and participation to ACELQ in 2021 -2022:-

Members and colleagues, All Branch Executive members and guests, Branch Support Officers, Angela White (2021) and Kelly Swan (2022), The Toowoomba ACEL Convenors group and Pivotal People working teams, Guest speakers and panel members, Director and staff of Queensland College of Teachers, The Heads and staff from the Queensland Department of Education, Queensland Catholic Education Commission, and Independent Schools Queensland, The university Deans and Heads of Education, Schools who have offered their facilities and staff, and the ACEL national team.

SA Branch Report



Warren Symonds
SA Branch
President

I am extremely honoured to present the ACEL South Australian Branch annual report. ACEL SA plays a significant role in developing and expanding leaders' knowledge, understanding and advocacy of education and emerging trends in education. The past year has been exciting and challenging for South Australia due to continued COVID-19 restrictions.

The ACEL 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, Scott Dirix, Christine Haynes, Barb Jenkins, Bev Rogers, 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 member: Rob Sieben.

South Australia has a significant depth of education leaders, researchers, highly skilled teachers and innovators. During the 2021 ACEL annual awards, the following educators were acknowledged and congratulated for their outstanding work in supporting the young people of South Australia.

ACEL Fellowship: Alice Dunlop

ACEL Leadership Award: Angela Falkenburg, Dr Neil McGoran, Kerry White

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

Leading School Improvement and Culture Change: The discussion brought together highly experienced and passionate leaders from the independent and public sectors to share their leadership journeys, inspirations, challenges they have overcome and their vision for the following stages in their leadership journey.

It's Time to Act, and It's Time to Reflect: based on the national report 'Those Who Disappear', the Hot Topic discussed the issues of school disengagement and detachment from a South Australian cross-sector perspective and was facilitated by Dr Andrew Bills and Nigel Howard.

As part of our recognition of outstanding achievement for South Australian Educators, the Branch Executive launched our 2022 Annual awards, and we received significant nominations from the ACEL members. I congratulate the following award recipients:

The Alby Jones Gold Medal Award: Rick Persse, Luke Thomson

Educational Leadership Medal: Anne Millard, Craig Fielke, David Joliffe, Deonne Smith, Nichii Mardon, Rowena Fox, Ruth Mussger

SA Fellowship Award: David Dewar, Paul Rijken

Distinguished Contribution to Research in Educational Leadership Award: Dr Andrew Bills

Pip Field Emerging Leaders Award: Janet Coomber, Jess Moroney

SA Media Award: Jules Schiller

The executive team organised the annual awards to be held at The Sanctuary: Adelaide Zoo on Wednesday, 29 June and over 75 guests attended. The Honourable Blair Boyer MP, Minister for Education, Training and Skills, participated in the function and was actively involved in presenting the State Awards. The regular attendance of the Minister for Education, Training and Skills to the SA ACEL State awards highlights the value and support our state branch receives from the state government.

Our ACEL Retired Leaders facilitated several lunchtime meetings over the past twelve months, and around 25 retired leaders usually attended these. The lunch meetings are organised by Kathy Cotter, Neville Highett and Jean Lomax. During each lunch, the planning committee organises a guest speaker, covering topics such as 'International Schooling in China' and 'A Principal's View'. What Really Matters in Schools, and a wine tour for fun.

Our future plans focus on continuing our personalised approach and investigating more effective opportunities to engage our educational leaders.

Overall, the past twelve months have been challenging whilst being rewarding, and I acknowledge the outstanding work of the ACEL SA Branch Executive for the enormous amount of time and effort they have given to supporting our SA members.

TAS Branch Report

The Tasmanian Branch Executive is a small and dynamic group, dedicated to supporting educators within Tasmania and providing opportunities for Professional Learning and Networking.

Thank you to the 2021/ 2022 team for their ongoing commitment Cath Apanah, Louise Bender, Malcolm Elliot, Deb Day, Amy Sharp, James Seddon, Tracy Siedler, Beth Gilligan, Louise Corrigan and Anne Foale.

Towards the end of 2021, the ACEL Annual Awards were held at the University of Tasmania. The evening was one of celebration and connection. Educators from across the state are recognised for their passion, innovation and dedication to education and to Educational Leadership. We celebrated our Eminent Educator for 2022, Trudy Pearce. Trudy is admired for her intellect and practical focus, she genuinely understands the complexities that weave across education. Her capacity to draw them together and provide insights, generate reflective practice, provoke respectful challenges and facilitate a clear vision and way forward, are the things that make her so deserving of this Award.

The ' Breakfast with the Minister' also an annual event, was held in October 2021. We welcomed the new Minister for Education, The Honourable Sarah Courtney. The Minister's 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. In 2022 we are once again looking forward to welcoming a new Education Minister at the ' Breakfast with the Minister' event.

The 2022 Academic Year began with a 'Welcome Event' as the University of Tasmania. This was paired with our popular Principal Panel and the induction of Professor Rufus Black, Vice Chancellor of the University of Tasmania, as an Honourary Fellow of ACEL.

The evening was one of positive expectations. Educational Leaders welcomed the year by sharing their hopes for the year and their leadership challenges and goals.

A ' Hot Topic' with Kerry Howells. This interactive seminar worked within the parameters of her new book *Untangling You*, assisting participants to reflect on the interplay between gratitude and resentment. Her book was recently honoured as a category winner in the International Nautilus Book Awards 2022.

ACEL's extensive online resources and webinars have enabled increased access to quality publications and Professional Learning for ACEL members. These opportunities are embraced by Tasmanian Educators and we are looking forward to this pathway expanding so that our region can continue to access these Professional Learning experiences.

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



Jacqui Lawless
TAS Branch
President

Jacqui Lawless

VIC Branch Report



Coralee Pratt
VIC Branch
President

Coralee Pratt

The 2021-22 year has been a busy and fulfilling year for ACEL Victoria and we have successfully harnessed many learnings from the previous two years to improve responses and delivery to our members.

The year started with our most prestigious annual event, the ACEL Victoria Awards evening which provides recognition of excellence through Fellowships and Awards. It proved to be an exceptionally positive way to start the year.

A highlight of the evening was the presentation of the inaugural Debbie Locco Leadership Award. This award acknowledges and perpetuates the memory of the life and work of Debbie Locco FACEL(Vic). Debbie was an inspirational and influential educator who played a pivotal leadership role in empowering and shaping future leaders. The recipient of the award is an ACEL member who has demonstrated Debbie's passion, energy and commitment to inspire current and future leaders and all members of the profession. The 2021 awardee was Kristen Douglas who has spent 27 years working in both education and health, and models all the qualities above. Kristen was an inspiration to educators throughout 2020 and 2021 supporting them with wise and informed mental health and wellbeing advice, relevant to both adults and students. Kristen is an intelligent, passionate, and humble leader and Debbie would be proud that Kristen was the inaugural awardee.

Associate Professor Mark Rickinson was awarded the Brian Caldwell Research Award and Professor Sandra Milligan was awarded the Hedley Beare Educator of Year Award. Sandra captured the audience with an inspiring and provocative acceptance speech. We also acknowledged and congratulated the 2021 ACEL Victoria Fellows: Jill Lange-Mohr, Paul Sedunary, Daniel Pinchas, Warren McLeod, Susan Just, Gail Hardman, Wayne Haworth, Hilary Bland, Leah Eekelschot and Nicola Forrest.

Our branch is committed to supporting leaders at all stages of their career and providing access to cutting edge practical advice that will support their career journey such as: application responses and CV writing, Professional Social Media Profiles, Publishing and Speaking opportunities, Networking and Interview preparation. In March the branch hosted the first Q & A Forum for 2022 "Developing Your Leadership Profile: *high performing leaders are not just born, but can be made*". This was an online event with an amazing panel facilitated by Fiona Hutton, branch executive.

The next Q & A Forum was in response to leaders concerns about increased problems associated with recruitment in educational settings. So, in May "Crisis! What Crisis?" was offered and facilitated by branch executive Simon Kent. The event explored teacher and leadership recruitment and the panel shared their beliefs, experiences and possible strategies for leaders to consider to find both immediate and longer term solutions.

In August we were courageous and held our first hybrid event, the 2022 ACEL Patron's Oration. Our Victorian ACEL Patron, Brian Caldwell endorsed the concept and invited Associate Professor Mark Rickinson from Monash University to present the oration - 'improving the use and usefulness of educational research in policy and practice'. Mark is also currently leading the Monash Q Project, a 5-year partnership with the Paul Ramsay Foundation to improve the use of research evidence in Australian schools. Mark invited two practitioners to join him, Bruce Armstrong and Esme Capp, who provided a practical perspective on how they use research. The event was well attended both in person and online, and feedback indicated that participants enjoyed both the content and the networking opportunity.

Membership has remained steady in Victoria and the branch is proud of our many achievements and the relentless focus on prioritising the needs of members. 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 generously volunteer many hours of their time to ensuring ACEL Victoria is a thriving, authentic professional association.

I feel very proud and privileged to be President and work with such a talented and knowledgeable branch executive. In 2022 we farewelled and thanked three valued executives: Toni Meath, Lauren Cook and Karen Money, and welcomed Hayley Dureau.

I sincerely thank the ACEL Victoria Executive: Melissa Etherton, Fiona Hutton, David Gurr, Simon Kent, Gail Major, Lawrie Drysdale, Jane Wilkinson, Sue Buckley, Louisa Rennie and Hayley Dureau.

We look forward to the 2022-23 year and highly value any feedback and/or ideas from our members.

WA Branch Report

I am honoured and excited to present to you the annual report for Western Australian (WA) ACEL Branch for 2021 – 2022 after taking over the state presidency from Sinan Kerimofski who remained on the Branch Executive to ensure a smooth transition. I particularly want to thank Sinan for his hard work and dedication over the years in serving the WA Branch and the National Board. The work in the Branch reported here was enabled by an amazing Branch Executive Team: Leonie Clelland, Nicola Davidson, Kylie Day, Sinan Kerimofski, Rachael Lehr, Olivia Matthews, Natalie Oddy, Bruno Pileggi, Gary Racey and Merrilee Wright.

We conducted a member's survey, and the Branch Executive held a planning day with invited guests from the membership. We reflected on why we joined ACEL, why we stay, why we choose to contribute, what we value, and how we can best serve the educational leadership community in Western Australia. In our far-reaching conversations, we identified a few key principles for how we wanted to operate as a Branch, which I can summarise in the following four words: Grow, Connect, Lead, Reflect.

- **Grow:** We hope that ACEL will challenge us to deepen our existing knowledge of educational leadership this year and enable us to move beyond our comfort zones.
- **Connect:** We want to create inspired opportunities for educational leaders to connect with other like-minded individuals, maximising connections across sectors, phases and roles. We also aspire to connect theory to action.
- **Lead:** Our focus for the year will be on leading learning, improvement, innovation and change at all levels of education: classroom, department, school, system and profession.
- **Reflect:** Our desire is to leverage local expertise and create opportunities to share authentic practice. To achieve this, we invite all members to reflect: how can I contribute, share, empower and recognise others?

Perhaps we wished too hard that the year would challenge us to grow, since it was certainly a year of challenge due to the Covid-19 pandemic, but there were also many opportunities for personal and professional growth. We could choose to be fragile, or agile amidst these challenges, and we opted for the latter. Many of our normal large branch events were cancelled (our Breakfast with the Minister) or postponed (our Branch Awards), so we pivoted to smaller networking events to ensure that our members would still feel a sense of connection. We also launched a social media campaign around the theme of *#Leading with Joy*, especially in times of challenge, which was kicked off with video messages to our members from the WA Minister for Education and the three sector leaders in WA.

This year we introduced a new format of event, the *ACEL WA Leading Innovation in Education Network*. The network is for anyone curious about, or tasked with, Leading Innovation in Education, from any sector, phase or level of education. Each term branch members would meet (face-to-face or online) to explore different conceptions of innovation in education, to discuss the joys and challenges of leading innovation and to share case studies of educational innovation from their contexts.

We also continued with our *Educational Leadership Book Club* series where we would choose a book per term and then we invite members to attend a discussion at the end of term or during the school holidays. Books discussed during the last 12 months include *"Nuance: Why Some Leaders Succeed and Others Fail"* by Michael Fullan, *"Ferocious Warmth: School leaders who inspire and transform"* by Tracey Ezard, *"Dare To Lead"* by Brené Brown and *"Collective Leader Efficacy: Strengthening instructional leadership teams"* by Peter DeWitt. We even managed to Zoom two of the authors, Tracey Ezard and Peter DeWitt, into our book club discussions.

Finally, we were able to host three Hot Topic events during the year on the topics of Leadership Journeys, with a selection of WA educational leaders as speakers, *Fostering Student Self-regulation in the Classroom*, led by Merrilee Wright, and one on *Optimistic Leadership*, led by Dr Shane Glasson, reinforcing our theme of *Leading with Joy*.

Rather than worrying about being Covid negative, we chose to celebrate the power of being positive this year.



Mathilda Joubert
WA Branch
President

Mathilda Joubert

A photograph of two women sitting at a table, engaged in conversation. The woman on the left is seen in profile, looking towards the woman on the right. The woman on the right is wearing glasses and has her hands clasped. The background is a bright window with a view of a city.

MENTORING and COACHING PROGRAM

REACH A HIGHER LEVEL OF LEADERSHIP

In 2022, ACEL is delighted to launch its new program, "ACEL Mentoring and Coaching."

Previously called, "Elevate," ACEL Mentoring and Coaching is broader in scope and presents over 25 mentors/coaches from different levels and sectors of education. All of the mentors/coaches in ACEL's new program are committed professionals who have recently undertaken mentor training to help prepare them to mentor/coach their respective partners (i.e. mentees/coachees).

**GET STARTED
TODAY!**

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Finance Report

Organisational Excellence



Finance Reports

Profit and Loss Statement

For the year ended 30th June 2022

Income	2022	2021
Branch Income	\$22,061	\$32,168
Membership and Business Development	\$578,135	\$686,078
Professional Learning	\$341,464	\$626,872
Bookshop and Resources	\$156,358	\$364,403
Conferences and Special Events	\$379,948	\$290,054
Interest Received	\$738	\$6,058
JobKeeper Subsidy and ATO Cash Flow Boost	\$0	\$290,000
Business Grant, Job Saver, Small Business Program	\$181,437	\$0
Other Income	\$750	\$0
Total Income	\$1,660,891	\$2,295,633
Cost of Sales		
Branch Expense	\$47,517	\$81,263
Membership and Business Development	\$148,591	\$152,227
Professional Learning	\$141,854	\$232,870
Bookshop and Resources	\$109,252	\$242,790
Conferences and Special Events	\$189,720	\$197,706
Total Cost of Sales	\$636,934	\$906,856
Gross Profit	\$1,023,957	\$1,388,777
Expenses		
Administration	\$242,985	\$225,716
Salaries and Wages	\$949,648	\$1,029,206
Superannuation	\$92,268	\$86,933
Total Expenses	\$1,284,901	\$1,341,855
Net Profit	-\$260,944	\$46,922
Retained Profit at the Beginning of the Financial Year	\$2,668,635	\$2,621,713
Retained Profit at the End of the Financial Year	\$2,407,691	\$2,668,635

Balance Sheet

As at 30th June 2021

Assets	2022	2021
Current Assets		
Cash	\$1,110,959	\$1,277,562
Receivables	\$62,834	\$16,412
Prepayments	\$216,844	\$104,328
Total Current Assets	\$1,390,637	\$1,398,302
Non Current Assets		
Property Plant and Equipment	\$1,690,283	\$1,731,582
Total Non Current Assets	\$1,690,283	\$1,731,582
Total Assets	\$3,080,920	\$3,129,884
Liabilities		
Current Liabilities		
Accounts Payable and Other Payables	\$111,416	\$139,560
Provision for Employee Benefits	\$84,264	\$87,781
Contract Liabilities	\$469,191	\$226,943
Total Current Liabilities	\$664,871	\$454,284
Non Current Liabilities		
Employee Provisions	\$8,358	\$6,965
Total Non Current Liabilities	\$8,358	\$6,965
Total Liabilities	\$673,229	\$461,249
Net Assets	\$2,407,691	\$2,668,635
Equity		
Retained Surplus	\$2,407,691	\$2,668,635
Total Equity	\$2,407,691	\$2,668,635

The Financial Report for FY 2021-2022, 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.







ANNUAL REPORT 2021-2022

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

The ACEL logo is an adaption of the Commonwealth Council for Educational Administration and Management logo that was created by William Walker with the establishment of this Council in 1970.

Australian Council for Educational Leaders

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