



Australian Council for  
Educational Leaders

# ANNUAL REPORT

2022-2023





## Australian Council for Educational Leaders

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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

09

### 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

On behalf of the ACEL Board, I commend the 2022/2023 Annual Report to our members and to all those in educational leadership here in Australia.

Whilst this report seeks to capture just a fraction of all that has taken place over this last year, it also, I hope, captures the spirit of the year. 2022/23 has overwhelmingly been a time of gratitude, as we reflect on the past 50 years and all that has taken place. The small acorn, planted by thoughtful, concerned educators, half a century ago, has grown into a tree with branches that extend into every state, every sector, every stage of education. Leaves unfurl in schools across our country, including all who are committed to raising up and strengthening educational leadership, in all its forms. Our roots have gone down, firmly establishing ACEL as a leader, in its own right, with a strong and steady presence in our profession, by providing avenues for agency, provocation, recognition, and constructive change.

And still we grow.

Oak trees don't flourish by magic. Supported by a small but exceptional National office, ACEL is run by those in the profession. People who give of their time to ensure that the educators in their state have the opportunity to thrive, to be invested in, to be recognised, and to be a voice for their profession. I want to take this opportunity of thanking all our State Executive teams – you are, singularly and as a group, the epitome of the 'quiet achiever' – working behind the scenes, largely unseen, for the benefit of all. To our Branch Presidents, who sit on the National Board, setting the agenda and the direction of educational leadership in this country, we add an additional thank you.

I would also like to take this opportunity of calling out Dr Barbara Watterston, our ACEL Chief Executive Officer, who has led a team of outstanding professionals, in navigating ACEL through the pandemic, and landing us all on solid ground for the future. The excitement and energy as we engage in future directions and growth is palpable. In my first year as President, I have been constantly awed by the grace and humility with which this national organisation is run, along with a relentless determination to be the very best we can be for our educators.

ACEL has five strategic pillars and goals that direct and inform all we do. One of these is to 'recognise and empower' by championing, encouraging, and supporting excellence and diversity in education and educational leadership. It is to pause and reflect on all that our leaders have contributed to education, and to foster and encourage new voices to be heard, valued, and respected.

The expectation of and on teachers, and of school communities, at large, is changing, and rapidly so. It is partly changing because of all that has happened in recent years with the pandemic. But it is also changing because the world of work is changing for everyone, technology is prevalent in every domain, and our knowledge of how young people learn, and teachers both teach and learn, is growing and developing at a rapid pace.

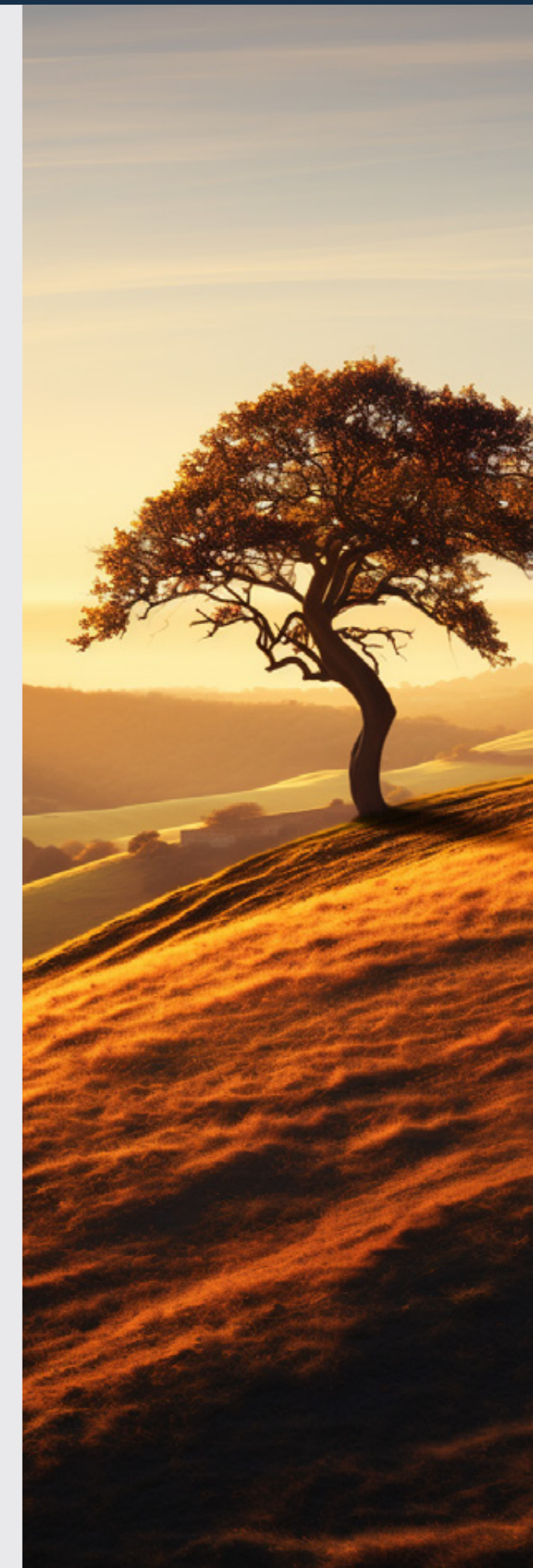
Recognition of all that is changing is not a criticism of the past, but a celebration of the future and the potential for us all to determine what we do, with what we have in our hands.

We have a moment in time to engage in this magnificent conversation - about change, about contemporary educational leadership, about how we want education to look and to be in Australia, and how we do this while remaining true to the basic tenets of our profession.

I commend this Annual Report to you, and gently encourage you to consider contributing to ACEL, in whatever form you can, as we seek to invest in educational leadership, and to the next generation of educational leaders. The tree is not fully grown, it requires care, watering, commitment, and a passion for the work that we all do in ensuring everyone has access to quality education and that we are raising up, and investing in, a generation of educators who are more than equal to the task.




Briony Scott  
ACEL President





## CEO's Message

Over recent years, ACEL has been proactive in seeking out many opportunities as well as responded to a myriad of challenges with optimism, innovation, creativity and resilience. The 2022-2023 financial year has been no exception; we have all worked diligently to strengthen ACEL's value proposition of connectedness with our ACEL community that represents the breadth, depth, and diversity of this incredible profession.

The financial year concluded with a sense of buoyancy; a promise of great things to come with new and improved ways of operating, rich and stimulating engagement within and across our branches, and a thoughtful and responsive series of initiatives and collaborative partnerships. At the beginning of the financial year, we farewelled President, Stephen Gneil. I would like to acknowledge Steve's substantial contribution to ACEL particularly through our most recent challenging years, and his unwavering support and guidance to all of our national office team. We were then delighted to welcome Dr Briony Scott as our new President. Briony's presidency commences highly auspiciously as ACEL marks its 50th anniversary this year.

Notably during this leadership change, it was with much anticipation that we delivered our first in-person conference in three years. Underpinning the theme of *inspiring hope*, sub-themes saw an emphasis on reclaiming leadership and reshaping the future of schooling. Together with our significant conference partner, the NSW Department of Education, it was heartening to see the way in which many sponsors came on board so quickly to ensure the conference was well-supported. Apart from observing the high levels of energy and engagement during the conference, most memorable was watching delegates leaving refreshed, renewed, and motivated to *inspire hope and lead the future*.

2023 had an action-packed start to the year and concluded with our well-attended 7<sup>th</sup> National Inclusion and Disability Conference, *Together we build, grow and succeed*. In collaboration with the Victorian Department of Education, the conference provided an important opportunity for educators, students, educational leaders, researchers, and policy makers to come together to share, to learn, and to shape an equitable and inclusive future for all young people in our care.

The strategic context in which we work, our resources, and the way we positioned ourselves throughout the year, ensured that we not only met, but also and pleasingly exceeded, our expectations. Through our team, Board, membership and networks, we were firmly focused on balancing the production of high-quality membership and professional learning opportunities, products and services, ensuring commercial viability and seeding new initiatives for consideration. Together with the guidance and exceptional experience and expertise of the ACEL Board, the work of the Audit and Risk Committee has provided a high level of critical oversight and advice to both myself as CEO and the Board.

An extended and exhausting period of uncertainty required a cautious approach in anticipating engagement numbers whilst operationally strategies focused on minimising costs and monetising assets. The 2022-2023 budget was based on relatively stable numbers for membership underpinned by a proactive and personalised approach. A notable increase in institutional membership and two- and three- year memberships demonstrated an increased confidence in ACEL. Navigating in this environment of unpredictability underscored our decision to focus on quality and quantity, IT and infrastructure upgrades, expanding program capacity, and building resource capability including:

- A business model that emphasises a reduced reliance on short-term professional learning activities to program development informed by strategic directions, with a focus on emerging and middle leaders, and a national/international approach to mentoring, coaching and reflective practice;
- Programs 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 underpinning these initiatives;

- A focus on strategic and collaborative partnerships in the development and delivery of programs;
- Investment in staff to enhance cross-functional skills and confidence;
- A focus on ongoing improvement in design and marketing capacity to enhance reach, engagement, and authentic opportunities to connect with a dynamic platform that is more accessible to a younger generation of users; and
- A refreshed branding strategy and website.

The Board anticipated that ACEL would experience three deficit financial years (2021-2024) during and coming out of COVID. The 2022/2023 Profit & Loss result was a 50% improvement on budget. In solidifying our financial position, reflecting on trend data pre and during COVID, our forward projections for the next five financial years are positive and focus on expansion and growth.

An important role of ACEL is its partnerships with like-minded organisations to further enhance the richness of its portfolio of programs and resources to ensure that educational leaders and teachers get access to current research and best practice in their field. The signing of an MOU with the Australian Association for Research in Education (AARE) recognises our complementary and strategic interests. It is timely given the groundswell of interest in research translation and the use of effective evidence to enhance educational practice and student outcomes.

Profiling, privileging, and listening to the voice of the profession is critical to informing our work at ACEL. In April 2023, we introduced *Educhats* – a forum for the next generation of teachers and educational leaders to collaborate, network, and share problems of practice. *Educhats* are semi-regular facilitated online catchups for educators that encourage wide representation and diverse voices. A key theme from the first meeting was about "having a voice where we are leading the conversation." *Educhats* will continue to further opportunities for sharing and networking. It is gratifying that so many of our members are encouraging their colleagues to become involved in ACEL for a host of reasons including the value of interacting with educators from across different sectors, roles, and contexts, as well as ACEL's excellent publications.

An ongoing initiative that privileges the voice of the profession is via ACEL's *New Voice Scholars*. Every year, a cadre of New Voice Scholars is welcomed into ACEL to share their work and perspectives, dreams and challenges for the profession. Feedback shared by previous Scholars indicates the way in which the scholarship has provided incredible opportunities to be an active part of the educational dialogue through branch meetings, publications, and attendance at the annual conference. The New Voice Scholars scheme underscores the value of listening to and learning from new and up-and-coming educational leaders.

As CEO of this wonderful organisation, together with a small, unique and talented team, it is a pleasure to be in a position to continue to provide high quality, relevant and practical professional learning resources and activities. The closing of this financial year began with celebrating the *milestone 50 years* of ACEL. As we *learn from the past, and lead for the future* it is clear the core foundations and vision of our pioneering presidents, with an emphasis on *personalised dialogue in addressing key challenges of the day and engaging in professional learning by choice and not imposition*, are still central today. Professional generosity and stewardship, continue to contribute to our collective commitment to this inspiring organisation to which we all belong.




Barbara Watterston  
ACEL Chief  
Executive Officer





# 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.



# Leadership and Learning

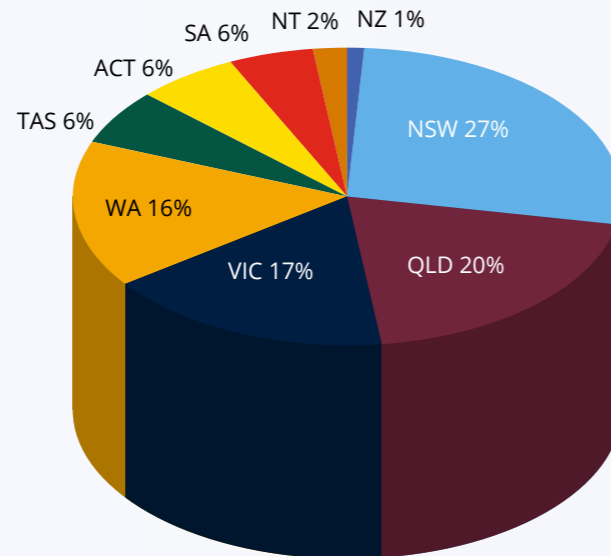
As the nation emerged from COVID, the education community were keen to once again engage and network in person, however the decision to attend professional learning events was made later with most registrations occurring within 2 weeks of the event.

ACEL hosted over 4000 delegates across 58 events including national workshops, webinars, branch events and awards.

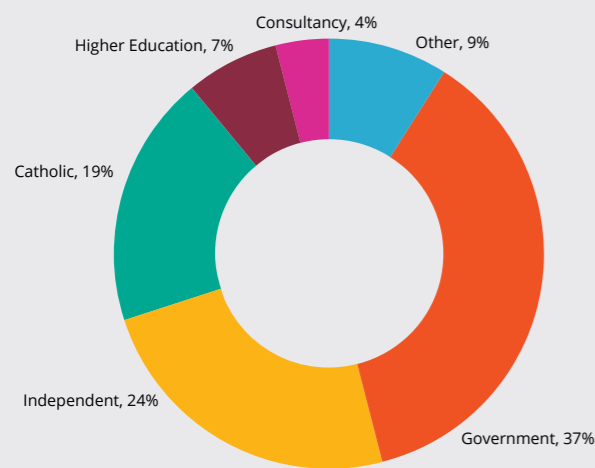
With leading international and local thought leaders, ACEL's curated list of conferences, programs, workshops and webinars addressed current hot topics and reflected the needs of educators across the nation.

## Registration by State

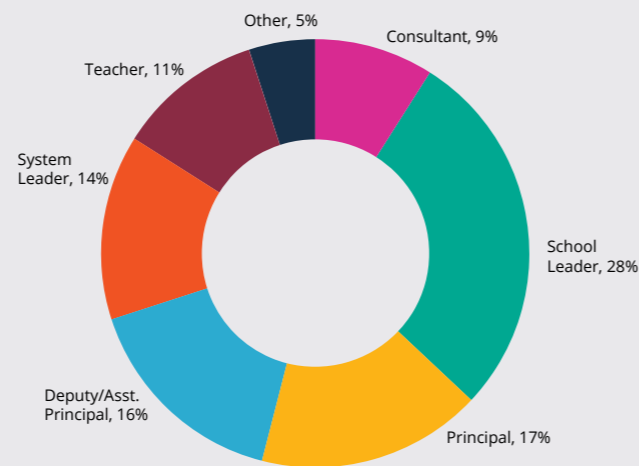
Delegates from every state and territory as well as New Zealand attended numerous ACEL professional learning events, with strong representations across all sectors.



## Registration by Sector



## Registration by Role



School leaders were the highest group of attendees by role, followed by principals, and assistant principals and system leaders, highlighting ACEL's reach and relevance to the full range of educational leadership. A great outcome given ACEL's focus on greater engagement with emerging and early career leaders.

# Conferences



2022 ACEL NATIONAL CONFERENCE  
HILTON, SYDNEY, 28 - 30 SEPTEMBER

Over 550 delegates converged in Sydney for the **ACEL National Conference 2022**, a pleasing result post pandemic and a return to face-to-face meeting after 2 years.

With the theme *Inspiring hope, leading our future* - never more have we needed such a sense of hope and belonging and an opportunity to cultivate meaningful connection throughout our profession. The Conference was an important opportunity for educators, students, educational leaders, researchers and policy makers to come together, across all educational settings, to share their vision for the future.

The sub-themes of *recovering our people, redesigning for inclusion and equity, repositioning school leadership, reclaiming learning and reshaping the future of schooling* were explored more deeply through concurrent sessions, panel discussions and our esteemed keynote speakers.

ACEL also partnered with the Assessment Research Centre to showcase new approaches to the assessment and recognition of learning, and the ways partnerships with schools are shaping policy and practice in 21<sup>st</sup> century assessment.

“ I very much appreciated the thought that went into aligning the speakers and the agenda to ensure the theme came alive. A perfect balance of inspiring positive educational improvements and reminding us to take positive steps in balancing our wellbeing to do the job. ”





# TOGETHER WE BUILD, GROW & SUCCEED

ACEL INCLUSION & DISABILITY CONFERENCE **2023**

15 - 16 May Crown Conference Centre Melbourne

The **ACEL National Inclusion and Disability Conference 2023** (NIDC) was held over 2 days in Melbourne with the theme *Together we build, grow and succeed*, providing a platform for delegates to share, learn and to shape an equitable and inclusive future for all young people in our care.

Over 400 delegates attended the Conference, which was the highest number of attendees for NIDC since its inception in 2015.

The success of the Conference showed that ACEL's program and conference theme and sub-themes addressed the needs of educational leaders, with a mix of presenters sharing their research, practice and lived experiences.

Sincere thanks to our presenters, partners, sponsors, exhibitors and delegates for contributing to the success of ACEL's conferences.

## Workshops & Webinars

A total of four face-to-face workshops and seven webinar series (totalling 16 online sessions) were held throughout the year. Topics ranged from teacher wellbeing to collective student efficacy, presented by national and international speakers.

ACEL recognises the importance of professional learning whilst adapting to the changing environment that we live in and will continue to offer both face-to-face and online professional learning opportunities to serve the needs of the community, particularly those in regional/rural areas.



**LEADING A  
LEARNING  
CULTURE**

**Leading a Learning Culture**  
James Nottingham

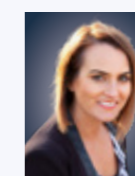
| 21 Oct 2022 Perth Workshop



**Future  
School** VIRTUOUS  
EDUCATIONAL  
LEADERSHIP

**Future School**  
Valerie Hannon

| 9 Aug 2022 Online Webinar



**Teacher and  
Staff Wellbeing  
to Enhance School Culture**

**Teacher and Staff Wellbeing**  
Amy Green

| 10 Nov - 24 Nov 2022 Perth Workshop



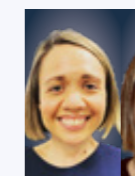
**Mindframes** Collective  
of Leaders Who  
Think and Act  
Evaluatively Student  
Efficacy

**Mindframes for Leaders**  
John Hattie & Lyn Coote

| 29 August 2022 Perth Workshop

**Collective Student Efficacy**  
John Hattie & Lyn Coote

| 31 August 2022 Brisbane Workshop



**International  
Women's Day  
2023 with ACEL**

**Celebrate International Women's Day 2022**  
Beth O'Brien, Laura Bain, Marnee Shay, Zeina Chalich, Barbara Watterston

| 7 March 2023 Online Event



**Data  
Storytelling**

**Data Storytelling**  
Selena Fisk

| 18 Oct - 31 Oct 2022 Online Webinar Series



**Leading and  
Coaching a  
Culture of Thinking**

**Leading and Coaching a Culture of Thinking**  
Ron Ritchhart

| 10 Mar - 11 Mar 2023 Melbourne Workshop



**COLLECTIVE  
LEADER  
EFFICACY**

**Collective Leader Efficacy**  
Peter DeWitt

| 20 Oct - 6 Dec 2022 Online Webinar Series



**VIRTUOUS  
EDUCATIONAL  
LEADERSHIP**

**Virtuous Educational Leadership**  
Viviane Robinson

| 23 May - 7 Jun 2023 Online Webinar Series





## Programs

### Curiosity and Powerful Learning

ACEL has again been delighted to collaborate with international school improvement expert Professor David Hopkins, continuing to refine the Curiosity & Powerful Learning program to better serve the current needs of participating NSW government schools. The program provides participants with the knowledge and tools to embed an ongoing structure of school improvement. Working closely with Senior Leaders including Deputy Secretaries and Directors, Educational Leadership has further strengthened ACEL's mutually supportive relationship with the NSW Department. ACEL have dedicated additional resources to ensure expert stakeholder management and facilitation of the program guided by Project Manager, Sue Buckley. Cohort 7 with over 240 participants from 47 schools commenced their 12-months online program late in 2022. We will be welcoming Professor Hopkins in person in November 2023 for the cohort's final conference. This will also be an opportunity for past cohorts (1-6) to join Professor Hopkins for a one-day masterclass as well as the launch of Cohort 8 for 2024. ACEL also partnered with Professor Hopkins to offer a Directors' Program on school improvement during January 2023.

### Leadership for Middle Leaders Online Program

In engaging and supporting the development of middle leaders, ACEL partnered with QELi to deliver the Leadership for Middle Leaders Online Program. The program is designed for teachers and middle leaders who are ready to take the next stretch in their leadership and provides a closer exploration of the knowledge, skills and confidence to lead and develop others for effective leadership for school communities. Over 200 participants have completed or are currently completing their program.

### Coaching and mentoring

In 2022, ACEL launched an exciting new professional learning opportunity for both members and non-members called the ACEL Mentoring and Coaching Program. To date, 25 experienced mentors/coaches from different levels and sectors of education are part of ACEL's cadre of mentors/coaches. In addition to providing induction into the program for all ACEL mentors and coaches, ACEL acts as a broker to support both parties (i.e., the mentor/coach and mentee/coachee) as they finalise dates and choose an appropriate package that meets their needs.

### Clarity Learning Suite

ACEL's partnership with Dr Lyn Sharratt continues with the Clarity Learning Suite, an online program based on Lyn's successful book *Clarity – What matters most in learning, teaching and leading*. It is a comprehensive 'whole-system' and 'whole-school approach' that allows participants to plan clear, self-determined pathways for their own improvement journeys.

## CURIOSITY AND POWERFUL LEARNING PROGRAM

### Leadership for Middle Leaders Program

## MENTORING and COACHING PROGRAM

## CLARITY LEARNING SUITE PRECISION IN PRACTICE

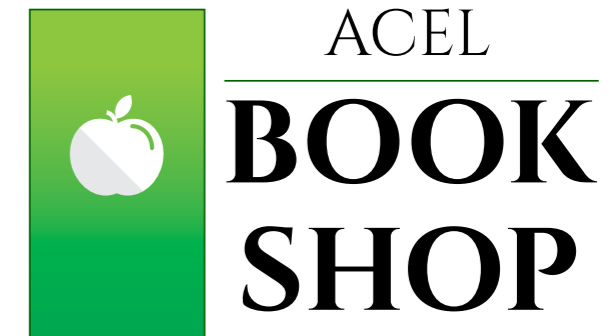


## ACEL Bookshop

The ACEL online bookshop continues to support the community with curated titles under the following categories, complementing ACEL's suite of Professional Learning opportunities.

- Assessment & Evaluation
- Culture, Diversity & Inclusion
- Leadership & Management
- Teaching & Pedagogy
- Wellbeing

ACEL's partnership with suppliers and publishers ensure value for money, especially for bulk purchases.



## Digital & Online Content

ACEL has two key digital content streams – ACEL Leaders' Library (formerly known as the ACEL Resource Centre) which consists of online articles, videos and resources.

The second is the The Australian Leaders' Lounge Podcast. A free audio podcast consisting of keynote addresses and events from the past. The 2022 series of the podcast produced and released 30 new episodes.

Subscribers and downloads has been on the steady increase with the constant upload schedule. 2022 also had the podcast hit the milestone of 30,000 total downloads since its inception in 2019.



**9,957** downloads  
from **Jul 01, 2022**  
to **Jun 30, 2023**





# 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

Professional learning and networking opportunities hosted and led by ACEL's branch executives connected ACEL with their local communities. 40 branch activities were held across Australia providing a platform to engage with peers and discuss current hot topics.

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

Feb 22, 2023 ACT Breakfast Panel  
May 26, 2023 Breakfast with the Minister  
- The Honourable Yvette Berry

### NSW

May 8 – Sep 13, 2023 Webinar Series:  
Leading Professional Conversations

### QLD

Aug 3, 2022 Pivotal People Brisbane: Leading with Humanity  
Aug 10, 2022 Pivotal People: STUCK! Finding your voice and being heard.  
Oct 12, 2022 Pivotal People: Leading with humanity: Imposter syndrome  
Oct 26, 2022 QLD Breakfast: Called to teach; called to lead  
Oct 27, 2022 Toowoomba Panel Forum: Attracting and Retaining Quality Staff  
Feb 8, 2023 Pivotal People: Facilitating inclusive discussions amongst middle leaders and their teams  
Mar 1, 2023 Pivotal People: Resolving conflict with humanity  
Mar 23, 2023 Toowoomba Leaders Meeting Leaders 2023  
May 3, 2023 Pivotal People: Wellbeing and Working Culture  
May 31, 2023 Pivotal People: Developing a leadership identity grounded in values

### SA

Aug 25, 2022 Hot Topic: Australian Curriculum Refinement  
Nov 10, 2022 Hot Topic: The Evaluation Turn for Educational Leaders  
Mar 16, 2023 Hot Topic: Future Alternatives for Educational Leadership

### TAS

Aug 18, 2022 Hot Topic: Dr Kerry Howells  
Nov 2, 2022 Breakfast with the Minister  
- The Hon Roger Jaensch  
Mar 9, 2023 TAS: Welcome drinks and Panel  
Jun 15, 2023 Hot Topic

### VIC

Jul 26 - Oct 25, 2022 The Q Project & ACEL VIC Webinar Series  
Aug 3, 2022 ACEL VIC's Patron's Oration

### WA

Jul 14, 2022 Educational Leadership Book Club  
Aug 12, 2022 Leading Innovation in Education Network  
Sep 5, 2022 Hot Topic: Journeys in Leadership  
Oct 6, 2022 Educational Leadership Book Club  
Jan 19, 2023 Educational Leadership Book Club  
Mar 17, 2023 Leading Innovation in Education Network  
Mar 21-24, 2023 'In Conversation' with Yong Zhao  
Apr 20, 2023 Educational Leadership Book Club  
May 30, 2023 Leading Innovation in Education Network  
Jun 21, 2023 Hot Topic: Building Community



## 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 (*Leading & Managing*, the *ACEL Monograph* and the *Australian Educational Leader*).

**Leading & Managing (L&M)** 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. We are delighted to announce that L&M will be entering a new phase in its development in 2024 where it will have a reconstituted editorial board comprising national and international board members and where it will be employing the OJS (open journal system) which is an open source software application for managing scholarly journals. Professor Fenwick English, Associate Dean of the College of Education at Florida Gulf Coast University, is joining the current partnership between ACEL and editor Professor Dorothy Andrews, University of Southern Queensland. Under the editorship of Andrews and English, two-three issues have been planned for 2024 and the editors have indicated their intention of pursuing the challenge of indexing so that L&M can become a journal with an academic ranking.

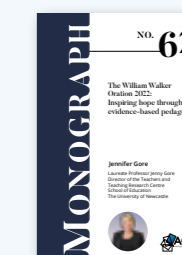
In 2022, ACEL was privileged to publish the 62<sup>nd</sup> **ACEL Monograph** by Laureate Professor Jenny Gore, Director of the Teachers and Teaching Research Centre School of Education, The University of Newcastle. This edition explored the topic "*Inspiring hope through evidence-based pedagogy.*" ACEL's Monographs are frequently written by the William Walker orators 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





# Journals and Publications

**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.

AEL is managed by Project Manager/Editor Dr Lisa Ehrich who works closely with 12 experienced educators/ educational leaders who form the editorial board producing four quality issues of the journal each year. The Project Manager in concert with the Chair (Dr Kirk Zwangobani) and board members solicit articles (i.e., lead, general, and success stories) from academics and practitioners alike, review these articles, and then make a determination as to their suitability for publication. AEL is an in-house publication that is produced in two modes: online and in print by ACEL's publication team.

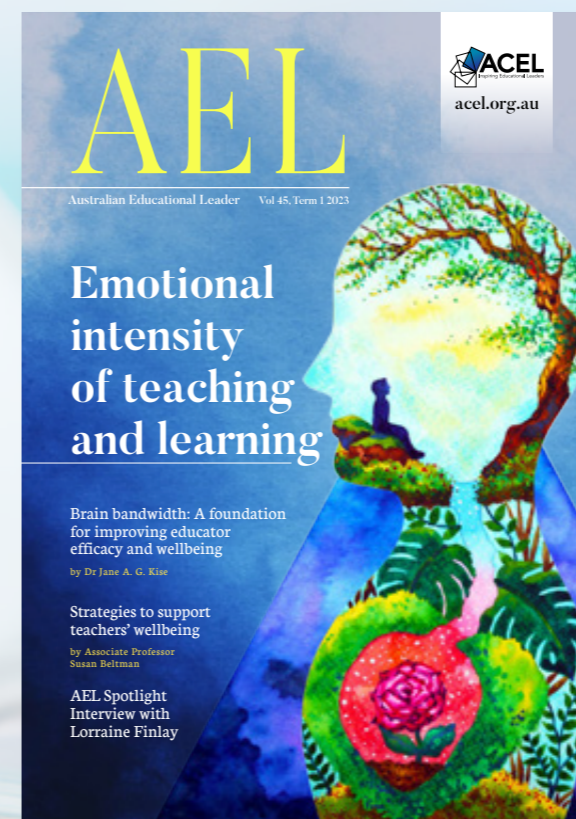
An important collaborative decision that is made yearly

by the Project Manager, Chair, and board members is identifying themes 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 Australian and overseas experts who showcased their research, as well as leading practitioners from across Australia who celebrated stories of success, good practice and innovation.

Across all four issues, there were wonderful stories of success told by practitioners ranging from how to create a successful coaching culture in your organisation, to an innovative inquiry-based approach used to develop young children's understanding of STEM, to a success story that considered the strengths, challenges, and opportunities of digital quality rounds.

# 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.



This year's focus has been on strengthening key messages across ACEL's channels, particularly around the value of membership. Along with the review and update of ACEL's website, a members' only community platform was developed and launched as the ACEL Members' Lounge enabling members to connect online, share blogs and access thousands of articles, videos and podcasts.



## Membership

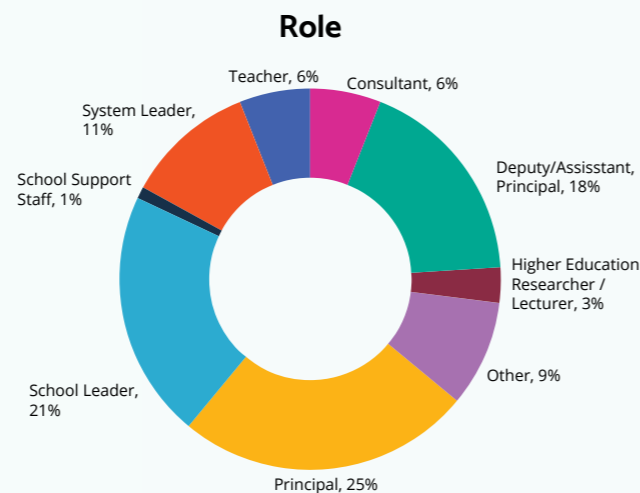
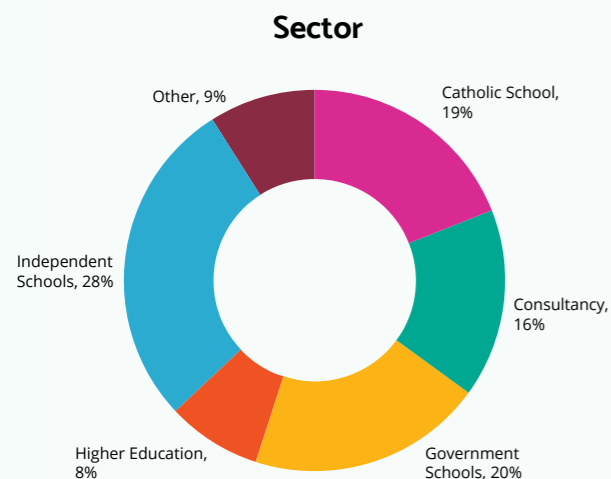
Highlighting ACEL's value proposition along with personalised service have been key in increasing member engagement and retention. This has resulted in a 15% reduction in the number of lapsed members compared to last year. Importantly ACEL welcomed over 900 new members this year.

There has also been a significant increase in the uptake of ACEL's 2 and 3-year membership options, reflecting the growing awareness and trust in the networking, resources and services we provide to the education community.

As we continue to review and refine our offerings, key to this is understanding our demographics. Significant member surveys, online commentary and engagement, and robust data analysis inform future planning.

A number of initiatives were also introduced to promote and increase engagement such as monthly online Educhats, offers of complimentary membership for ACEL awardees, and sponsorships of university prizes to include complimentary membership.

As a community that values human connections and collegiality, ACEL provides the opportunity to network, collaborate, and share research and practice, as well as learn from others across the diversity of the education sector. It is important to ensure we remain relevant across all sectors and levels to serve the wider education community.



## Online Community

A large project for 2022/2023 was the creation and implementation of the **The ACEL Members' Lounge**. This is an online community platform whose purpose is to create and enable strong connections and networks for all educators to collaborate across sectors and geographies.

The Members' Lounge has a number of key features, including an open discussion forum for ACEL members to post, network, upload resources and share their thoughts.

The second main feature is the Leaders' Library, and extensive user friendly collection of resources at the fingertips of ACEL members. The library includes years of curated keynote videos, full webinar series, publications, podcasts and activities.

The goal is to provide members a one-stop hub for access, share and utilise the substantial value of their membership benefits. It also is home to all ACEL communications via blog posts, news announcements and a detailed calendar.







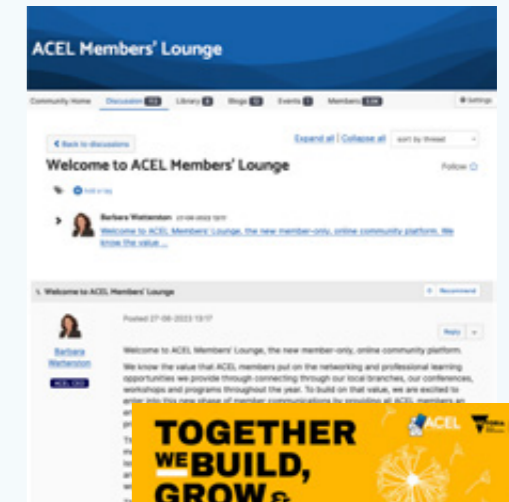
## Online and Social Media

ACEL continued to build upon the redesigned communications strategy from 2021. Social posts appear almost daily all serving across the range of strategic pillars. These pillars ensure messaging integrates ACEL's offerings as well as providing wisdom, support, insight, thought provoking prompts, news and access to free resources.

With the redesign of the ACEL website and the introduction of the Members' Lounge platform, there has been a few additions of marketing and announcement touch-points in the online space. Blog messages now hold key information for users that they can view at their convenience. The news feed also allows users to see information at a glance on the activities of ACEL.

Direct communications remain a fortnightly occurrence. Branch Newsletters frequency has further decreased to monthly, as ACEL now delivers these messages through blog posts online. This shows ACEL's commitment to acting on feedback to remain non-intrusive.

Members have also been empowered by the ACEL Digest emails that occur daily, populated solely by discussion posts and resources shared exclusively by members. This gives our members an avenue to directly reach out across the vast network to connect.



## Partnerships

ACEL's collaboration with key partners enabled us to deliver projects such as the Australian Learning Lecture's (ALL) partnership with Valerie Hannon's *FutureSchool* research to engage, share and learn from schools that are making significant changes in schooling to meet the needs of the future.

The NSW Department of Education and VIC Department of Education were proud partners of ACEL's National Conference and the Inclusion and Disability Conference, providing an opportunity to share some of their key initiatives with the wider community.

Collaborative engagements with numerous partners expanded through various initiatives, including for example, The Q Project, Monash University, the Australian Association for Research in Education (AARE), QELi, AITSL and Headspace ACEL's partnership with the Growth Faculty enabled us to offer unique opportunities with special rates for ACEL members to attend leadership sessions presented by Barack Obama, Jim Collins and Patrick Lencioni to name a few.







# 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

## 37<sup>th</sup> 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 2022 ACEL National Awards were announced via the ACEL Newsletter and recipients received their recognition at the ACEL National Conference in Sydney.

**ACEL Gold Medal**  
Karen Spiller OAM CF

**ACEL Hedley Beare Award for Educational Writing**  
Peter Hutton

**ACEL Fellowships**  
Dale Morrow                      Josie Crisara OAM  
Patrick Coughlan                  Jake Madden

**ACEL Leadership Award**  
Deonne Smith                      Rowena Fox  
Professor Janet Clinton          Joel Hohn  
Danielle Cronin                      lyla Davies OAM  
Townsville Catholic Education:  
Tammi Webber, Krista O'Connor and Janelle Knack

**ACEL Keith Tronc Award**  
Emily Sinclair

**ACEL Nganakarrawa Award**  
Kevin Richardson

**ACEL Presidential Citation**  
Dorothy Andrews

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.

2022 ACEL  
**NEW  
VOICE**  
SCHOLARSHIPS

## ACEL Fellows 1981-1999

<b>1981</b> Clifford Burnett Charles Philip Cullen Edwin Harold Jones Patricia Jean Jones Thomas James Moore Francis (Frank) George Rogan William George Walker	ACT QLD WA WA VIC VIC VIC (Hon)	Kath Phelan Ruth Readford Neil Tuckwell	NT QLD QLD	Noel Lee Stonehouse Colin James Sutcliffe Beryl Wilson	VIC QLD VIC
<b>1982</b> Hedley Beare Jarvis Lesley Finger William Richard Mulford Ian Francis Vacchini	VIC QLD ACT NSW	<b>1990</b> Martin Donovan Brandreth Francis Allan Crowther James Anthony d'Arbon Barry Herbert Elliott Reynold John Macpherson Robert Keith Maynard Margaret Louise Nadebaum Charles Henry Payne	WA QLD NSW VIC NSW SA WA NT	<b>1996</b> James McDonald Cameron Paul Carlin Robert Connors Janelle Eldridge Tom Grace Everlyn Marie Jansen Malcolm Lee Richard Mayhew Cynthia Merrill David Mossenson Philip Thurston Seino Geoffrey James Spring	NT VIC NSW NSW WA QLD ACT WA VIC WA (Hon) WA NT (Hon)
<b>1983</b> John Richard Steinle Eric George Hoare Gerald Anthony O'Callaghan Colin Reginald Joseph Moyle	SA WA SA VIC	<b>1991</b> Rt Hon Sir Zelman Cowen Mary Louise Bergin Neville Harry Fry Michael Bernard Myers Campbell William Reilly Anthony Tenney Maxwell John Sawatzki	NSW QLD NT WA NSW ACT	<b>1997</b> Peter Gronn Marian Lewis Neil Keith Money Michael Norman Reginald Pollack Colin Stanley Trestrail Raymond William McCulloch	VIC PNG QLD VIC NSW WA VIC (Hon)
<b>1984</b> Phillip William Hughes	TAS	<b>1992</b> William George Bassett Ruary James Bucknal Michael John Hough Bruce Alan Lyons Douglas Charles Ogilvie Fenton George Sharpe Elaine Winsome Thomas John Gilroy Thorne	QLD NT NSW WA QLD NSW VIC TAS	<b>1998</b> Richard Jeremy Bates Narottam Bhindi Michael William Bradley Sylvia Jane Walton Glenda Campbell-Evans Michael John Colwell Patrick Augustine Duignan Elizabeth Hazel Lee Jennifer Anne Lewis Angus Edward Lucas Glynys O'Brien Robert Clive Townsend Peter William Hill	VIC NSW NT VIC NSW VIC VIC VIC VIC (Hon)
<b>1985</b> Judith Dorothy Chapman William John Kennedy Richard Roger Lee	VIC SA ACT	<b>1993</b> Martin Kennings Caust Alan Edgar Druery Carolyn Diana Harrod David George Heath Neil Andrew Johnson Ian Maxwell Ling Gwenyth Joan McNeil David Bruce Smith Keith Ernest Tronc Denise Florence Wilkowski	SA QLD QLD WA NSW VIC VIC VIC QLD NT	<b>1999</b> John Ewington Victoria Stokes Prudence Clarke Donald Daniels Louise Clayton-Jones John Schiller Kenneth Evans Graham Brown Richard Cotter Patricia Fitzgerald	TAS NT ACT PNG NSW NSW WA WA VIC VIC
<b>1986</b> Trevor Marshall Barr William Neil Hird Doug Swan Quentin Frederick Willis	SA QLD NSW VIC	<b>1994</b> Mary Grace Armstrong Maureen Bridget Boyle Ronald James Kirkman Garry Michael Askey-Doran Norman Alfred John Hughes Peter Lloyd Hodge	NSW ACT NT TAS QLD TAS	<b>2000</b> Warren Henry Brown Clarence Michael Burke Stephen Kenneth Dinham Kathleen Kuryl Donald Richard Laird Isabelle Brigid Limerick Graham Paul Harrington	NSW QLD ACT NSW TAS VIC QLD TAS (Hon)
<b>1987</b> Clyde Percival Bant Pauline Josephine Murphy Brian John Caldwell Diana Mildred Fleming Robin Beth Gregory Alexander Ross Thomas Robert Muir Stone Ian Wilson Paterson	WA VIC TAS VIC NSW NSW SA NSW	<b>1995</b> Robin Amm Charles Burford William F Donovan Michael Gaffney Gail Mackay Joseph John McCorley John Olsen McGorm Ian Stevenson	NSW NSW ACT ACT QLD QLD SA NT		
<b>1988</b> Janette Barbara Biber Johanna Conway Thomas A Grunsell Barry Jenkins Milton Edgar March Laurence Royce Miller John Frank Clement Roulston John Woods	NSW NSW NSW NSW ACT QLD QLD SA				
<b>1989</b> John A Bunday Geoffrey A Burkhardt Kingsley Curtis James Stewart Hamilton Eric Hinchliffe Mary Mercer Merline Muldoon	WA ACT SA VIC WA SA QLD				





# ACEL Fellows

## 2000-2022

### 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 Merryl Hinton ACT (Hon)  
 Kenneth John Rowe VIC (Hon)

### 2004

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

### 2005

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

### 2006

Simon Boss-Walker QLD  
 Edward Brierley VIC  
 Robert Chandler NSW  
 Mark Creedon QLD  
 Rev. Monsignor Thomas Doyle VIC  
 Ron Dullard WA  
 David Gurr VIC  
 Anne Paul ACT  
 Graeme Sassella-Otley WA

Rosa Storelli VIC  
 Desmond Cahill VIC (Hon)  
 Lynne Kosky VIC (Hon)

### 2007

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

### 2008

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

### 2009

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

### 2010

Dorothy Andrews QLD  
 Michael Avery NT  
 Margaret Banks NT  
 Toni Cocchiaro SA  
 John DeCourcy NSW  
 Michelle Green VIC  
 Bob Lingard QLD  
 Stephen Hibbert Newton VIC  
 Elizabeth O'Carrihan 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  
 Debbie Sukarna VIC  
 Elida Brereton VIC  
 Joan Conway QLD  
 Lawrie Drysdale VIC  
 Valerie Gould WA  
 Marion Guppy NT  
 Daryl Hanly QLD  
 Margie Kesby NT  
 Stewart Moyses NT  
 Liliana Mularczyk NSW  
 Mary Oski VIC  
 Glenn Proctor VIC  
 Kevin Richardson SA  
 Steffan Silcox WA  
 Karen Spiller QLD  
 Elisabeth Turner WA  
 Michael Windred NSW  
 Suzanne Carrington QLD (Hon)  
 Roderick Fraser VIC (Hon)  
 Julie Grantham QLD (Hon)  
 Noel Hayman QLD (Hon)  
 Lee Musumeci WA (Hon)  
 Jean Rice WA (Hon)

### 2013

Robyn Bell QLD  
 Kerrie Blain ACT  
 Simon Clarke WA  
 Michael Dahl SA  
 Simon Gipson VIC  
 Diane Joseph ACT  
 Garry Le Duff SA  
 Toni Meath VIC  
 Dennis Mulherin QLD  
 Coralee Pratt VIC  
 Brian Ralph NSW



The Australian Council for Educational Leaders

Paul Rijken SA  
 Phil Ridden 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

Norma Ashton-Smith VIC  
 Pamela Betts QLD  
 Kerry Bolger VIC  
 Kathryn Brennan NSW  
 Patricia Cowling VIC  
 Shane Glasson WA  
 Patricia Hindmarsh TAS  
 Norman McCulla NSW  
 Ann McIntyre NSW  
 Margaret McKenna VIC  
 Anthony O'Byrne VIC  
 Mandy Reynolds-Smith TAS  
 Robert Walker NSW  
 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  
 Neil MacNeil WA  
 Michael O'Neill WA  
 John Mula TAS  
 Debra Punton VIC  
 John Ryan QLD  
 Anne Tonkin VIC  
 Angus Tully 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  
 Peter Goss VIC  
 Frank Malloy NSW  
 Phillip Moulds QLD

### 2022

Dale Morrow QLD  
 Josie Crisara OAM VIC  
 Patrick Coughlan QLD  
 Jake Madden NSW





# Organisational Excellence

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



## Board of Directors 2022-2023



### President



Briony Scott  
ACEL President



Stephen Gniel  
ACEL President (Former)

### Independent Directors



Mary Oski



Ross Fox (Former)

### 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



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:

**Mary Oski**  
(Independent Director), Chair

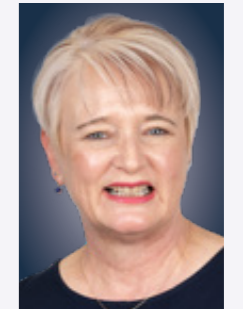
**Karen Fox**  
**Warren Symonds**  
(Branch Appointed Directors)

**Shamiso Mtenje**  
**Bhaumik Bumia**

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.



Mary Oski  
Chair



Karen Fox



Warren Symonds



Shamiso Mtenje



Bhaumik Bumia



## ACT Branch Report

It is a privilege in my final year as the ACEL ACT President to present to you the annual report for the Branch.

I would like to thank and acknowledge our branch executive, Kerrie Blain, Sandra Darley, Lachlan Ellis, Stacey Griffiths, Tabatha Kellett, Tom Kobal, Michele McLoughlin, Melissa Planten, and Peter Usher. This is our third year as a cross sectorial team, one that exemplifies collaboration and commitment in progressing educational leadership in the ACT. Over 2022/2023 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. An ongoing theme in our local events this year has been a discussion around the profile and status of the profession.

We held our fourth 'Breakfast Panel with the Leaders' in February. Jane Simmons (ACT Education Directorate), Ross Fox (Catholic Education, Archdiocese of Canberra and Goulburn), and Andrew Wrigley (ACT Association of Independent Schools) tackled the provocation: 'What can school, system or sector leadership do to alleviate the teacher shortage pressure?'. The 'teacher shortage' is a complex and multifaceted problem that affects all of us irrespective of sector or stage of leadership. Despite the complexity, a clear-cut message emerged from panellists and audience participants alike – we need to focus on what we can control in addressing the 'crisis'. Whether this be shifting the narrative around the status of teaching, accelerating teachers into the profession, and/or ensuring wrap around support for staff, we must make the profession 'more attractive'.

An excellent example of this, was the 2022 ACEL ACT Awards ceremony held on Wednesday 15 March; thank you to all members who nominated colleagues and peers. It was a heartfelt and humorous awards evening at which we recognised the achievements of eight outstanding educational leaders. Thank you also to ACEL members past and present who contributed to the evening. In particular, esteemed ACEL ACT member and fellow Angus Tully who proffered career insights on leadership and Sandy Darley who, in accepting her fellowship, gave a powerful oration on the virtues of the profession.

One of our annual highlights is the *Breakfast with the Minister* at the National Portrait Gallery held in May. ACT Minister for Education – Yvette Berry MLA spoke on themes ranging from early childhood education to legislative reform, following which, she responded to an array of questions from the floor with equanimity and insight. Questions that ranged from "how to ease ACT housing pressures to attract teachers to the region", to "what is the role of the profession in supporting the Voice to parliament". We thank Minister Berry for her continued contribution to ACEL ACT through her commitment to the breakfast, which continues to be a sold-out event.

On the publications front, local members continued to provide editorials and op eds for the branch newsletter. As the discussion around 'a crisis' in the profession deepened, in response, our Members' Voice pieces amplified the need for our collective action and advocacy as a professional association. The CEO of Teacher Quality Institute (TQI), Coralie McAlister, also shared insights on the role initial teacher education and teacher accreditation can play. Several ACT schools have also successfully published in issues of the Australian Educational Leader; a space in which the ACT is often underrepresented.

Looking towards next year, I would like to introduce the incoming ACT Executive who will take up their roles in October.

- Tracey Taylor, Maria O'Donnell, and Tony Bracken (who we have successfully coaxed across the border to the ACT Branch) join as new executive members,
- Nicole Jagers returns following a brief hiatus, and
- Sandra Darley, Melissa Planten, and Sandy Griffiths will continue in their second terms.

Please join me in congratulating the new team. I know they will continue to provide ACEL members with the opportunity to stay abreast of current educational research and trends, contemporary educational discourse, and most of all, the chance to connect, think, and reflect more deeply on how we lead and learn.

Thank you to all the members and advocates of ACEL who have supported me in my time as ACEL ACT President. And thank you to the ACT Executive, the exemplary team at Head Office, and the national board – it has been an honour and an irreplaceable leadership experience.



Kirk Zwangobani  
ACT Branch  
President

## NSW Branch Report

What a privilege it is to be part of education in NSW. While there is a long way to go when it comes to providing an equitable education system for all students and appropriate working conditions for all employees, what we have accomplished together, amongst tremendous turmoil over the past three years is incredible. Key to the ongoing success is the commitment and dedication of educators, the continuous reflection, dialogue and advocacy, and the quality leadership of our aspiring, beginning and experienced leaders within our sites. I am a firm believer that to better support our colleagues we need strong, positive professional communities who learn together, connect with one another, share ideas and resources, and celebrate the work of people and teams who bring their best to work and move mountains for their students, colleagues and learning sites. And that is what we have achieved in 2022-2023.

ACEL NSW professional learning continues to receive strong engagement and feedback. In 2023, we launched a new online series, 'Leading Professional Conversations' with an array of world class speakers, and topics to support participants to engage with confidence and strategy in professional conversations that lead to positive improvements. We are excited to conclude the year with a middle leadership conference in Sydney, especially designed to engage and connect middle leaders together across sectors and locations.

A highlight each year is our NSW ACEL Leadership Awards. It was wonderful to celebrate the outstanding awardees across multiple sites and educational fields. I would like to congratulate the 2023 awardees who were nominated by their colleagues and successfully awarded as part of a rigorous selection process- Murat Dizdar (Dr Paul Brock Medal), Professor Br David Hall (Dr Paul Brock Medal), Dr Jenna Price (Traditional and Social Media Award), Anna Dickinson (Leadership Award), Michael Egan (Leadership Award), Michele McDonald (Leadership Award), Dale Palmer (Leadership Award), Robyn Pemberton (Leadership Award), Denise Lofts (Leadership Award), Stuart Ryan (Leadership Award), Nicholas Saunders (Leadership Awards), The Catholic Education Diocese of Bathurst Learning Hub (Team Leadership Award), Wenona School History Department (Team Leadership Award), and Lauren Cullen (Mary Armstrong for Early Career Teacher Leadership).

ACEL's publications are an important opportunity to share, critique and explore research and practice across different education contexts. We have been fortunate to learn from a range of NSW educators and researchers from their journal publications including Professor Ann McIntyre (USYD), Professor Jenny Gore (Newcastle University), Sue Bryen (Quaglia Institute for School Voice and Aspirations), Amber Gorrell (NSW DoE), Michael Reardon (Catholic NSW), Casey Norden & Allison Lloyd (NSW DoE), Assoc Prof. John Denobile (Macquarie University), and Assoc Prof. Sharon Tindall-Ford (University of Wollongong). It was also wonderful to engage with schools that are making significant changes in schooling to meet the needs of the future, as was the case for Warakirri College, NSW, who shared their work as part of the FutureSchool presentations at the 2022 national conference. Amongst others, these examples highlight the capacity of all career stages, roles, and systems to contribute to scholarly discourse and knowledge learning.

In 2022-2023, it has been an honour and privilege to serve on the NSW ACEL executive as President. I'd like to sincerely thank the executive team (Tony Bracken, Sue Bryen, Joanne Jarvis, Rhonda Kaidby, Paul Kidson, Michael Krawec, Kirsten Macaulay, Larissa Maraga, Corinna Robertson, Andrea Stringer, Greg Whitby, and supported by Lily Klasson), who as volunteers, take on the extra time and effort in addition to their professional responsibilities to contribute to NSW ACEL. In October 2023 we welcome some new members to our executive team- Amanda Conray, Dr Simon Crook, Brenda Quayle, and Vicki Treble along with the continuing executive members of Sue Bryen, Rhonda Kaidbay, Paul Kidson, Larissa Maraga, Corinna Robertson and Greg Whitby. I wish you well in your service to the council.

This is my final annual report as President of ACEL NSW. I was first elected to join the ACEL NSW Executive in 2018, followed by my election as President of ACEL NSW from 2020-2023. During this time, it has been an honour to serve this wonderful professional community. I am confident that ACEL NSW will continue to go from strength to strength and I am looking forward to continuing to engage and contribute to ACEL in a very exciting future. I thank you for your support over the last 6 years.



Kylie Lipscombe  
NSW Branch  
President



## NT Branch Report

In the past 6 years I have had the privilege of being the Northern Territory ACEL branch president and this will be my final report. Personally the role that ACEL has played in my leadership development and my professional journey to date has been immense. I have had the opportunity to develop my networks, particularly when I first moved to the Northern Territory and many of those colleagues I now call friends.

The strength of the Northern Territory is that we are a small enough jurisdiction that each individual can make a difference but we are big enough in our aspirations and commitments that we deliver great outcomes for young people. Compared to the history of ACEL, the Northern Territory ACEL branch is quite new and by working in partnership with the National team and other branches we have grown the NT network of ACEL over the past 6 years. We have gone from strength to strength with our local events and local awards and have been so gratefully supported by the skilled, dynamic and experienced ACEL National team. As a branch executive, we are particularly proud of the fact that the branch has had a strong cross-sector representation at the branch executive level and also as the profile and prominence of our annual ACEL NT awards has grown. Great things happen in Northern Territory schools each and every day! The branch executive and I have been proud to have supported another forum through which our inspired, passionate and committed educators can be recognised and celebrated. We have grown our own, with some new voice scholars going on to be current and incoming branch executives. The Northern Territory presence on the ACEL National stage has grown over the past six years and will no doubt continue to do so.

Some of the other highlights over the previous 6 years is the internationally renowned speakers that ACEL has secured. Who could forget the buzz that was created when ACEL announced Barack Obama as a guest speaker. At the local level, it was a great privilege to host Lyn Sharratt, Ian Williamson and Andy Hargreaves. The local networks that I have created through ACEL, including Australian Literacy Educators' Association and Professional Teachers' Association of the Northern Territory are definitely a highlight for me. I have also enjoyed the opportunity to support the aspirations of early career leaders and look forward to continuing to support this important work.

The Northern Territory Department of Education is excited to be partnering with ACEL for the 2024 National Inclusion and Disability Conference. The conference will spotlight the importance of an equitable education for all students and will build the knowledge and skills in inclusive education to ensure every student thrives at school. I am looking forward to working with ACEL to support this premiere professional learning event and welcome the opportunity to connect with the ACEL network at the conference in May 2024.

I would like to thank the current Northern Territory ACEL branch executives Jo Glennon, Julia Walsh, Shane Donohue and Geoff Perry. A dynamic group of Northern Territory leaders who contribute so much in their own work and then have generously given their time, passion and commitment to growing and promoting ACEL at the local level. Megan McKenzie, Renae Graham and Genevieve Donoghue have also been great supporters and advocates for the work of ACEL. They have always been championing our association and have keenly promoted and contributed to local events and awards. I know the Northern Territory branch of ACEL will continue to go from strength to strength under the leadership of the incoming president Renae Graham. Her passion for the work of Northern Territory education leaders, combined with her lived experience and keen interest in educational leadership and research, holds us in good stead. She has an amazing team of branch executives in Megan McKenzie, Brianna Gibbs, Phil Collins and Jemma Rust. Collectively their experience, commitment and passion for supporting and growing Northern Territory education leaders will take us to new ground.

It has been a privilege being a member of the ACEL board and I thank the board members who have provided guidance and support, as well as collegiality. Being a board member during the COVID pandemic was unlike anything any of us had navigated before however I learnt so much during this time. I would also like to thank the former and current Chief Executive Officers and National Presidents for their stewardship and I look forward to continuing to work with and learn from Barb Watterston. As I move to the next chapter as an active ACEL member, I look forward to continuing to be a part of this important professional association.



Aderyn Chatterton  
NT Branch  
President

*Chatterton*

## QLD Branch Report

As I write this, my final report as Queensland Branch President, I reflect on the past year as one of ongoing growth and positivity, and thank my Branch Executive colleagues who have contributed to strengthening the reach of ACEL and the development of educational leadership in Queensland: Elizabeth Benson, Bruce Addison, Lee Catterell, Tracey Cook, Elizabeth Foster, Tameika Grist, Norm Hunter, Alexander Mason, Sandra Nissen, John O'Sullivan Williams. As the 2020-2023 Executive term ends, we especially honour those who will be stepping down this year: Liz Benson, Norm, Alexander, Tracey, and Sandra, and thank them for their ongoing leadership and service.

We also value the efforts of the wider Executive community, including ACEL New Voice Scholars, who actively participated in our open meetings, sharing ideas, energy and perspective. Our network extends to include the organising team members of Pivotal People, the Toowoomba group, and the volunteer hosting team for the national conference. It is wonderful to witness such a diverse and thoughtful array of leaders from various sectors and stages of leadership coming together to support ACEL's mission. We have also been fortunate to be so ably supported by Branch Support Officers Kelly Swan (2022) and Rachel Scott (2023).

The 2022-2023 year was marked by several significant events. The ACELQ Leadership Awards ceremony in August 2022 celebrated the achievement of exceptional Queensland leaders and featured the thought-provoking Miller-Grassie Address delivered by Karen Spiller OAM, and warm hospitality of hosts, Wavell State High School. We received a record number of award nominations and extend our thanks to those who nominated their colleagues, and to the ACELQ Awards Committee Chair, John O'Sullivan Williams, and committee members, Lee Catterall, Liz Foster, and Norm Hunter, for organising the successful event.

At the ACEL National Awards ceremony in September 2022, we celebrated the exceptional service and excellence of Queensland educators including Karen Spiller (Gold Medal), Dale Morrow & Pat Coughlan (National Fellowships), Dorothy Andrews (Presidential Citation), and lyla Davies & Townsville Catholic Education Team (Tammi Webber, Krista O'Connor, Janelle Knack) for Leadership Awards. Our congratulations go to 2022 New Voice Scholars: Jessica Chesterfield for School Leadership and Tanya Appleby for Educational Leadership Research.

In October 2022, we hosted a highly successful networking breakfast where experienced educational leaders and early-career teachers engaged in conversations about the profession of teachers. Norm Hunter and Alexander Mason led the interactive presentation which included deep exploration of *The Statement of Commitment to the Profession of Teaching*.

ACELQ Pivotal People, the collegial network for middle leaders, celebrated its fifth year with great enthusiasm. Expanding into Brisbane in August 2022, the network welcomed many more middle leaders offering regular professional learning and networking opportunities. Our thanks go to the organising teams, presenters, and hosting school communities for their support, with special acknowledgement of ACELQ Vice-President Liz Benson's guidance.

ACEL's presence in the Toowoomba region grew stronger, thanks to the efforts of loyal members who have initiated an innovative: "Leaders meeting Leaders" and "Voices from the Field Panel" programs in 2023, capturing valuable leadership insights.

Throughout the year Branch Executive members engaged with Queensland members through reflective pieces titled "Time for Reflection". We extend our gratitude to Norm Hunter, Elizabeth Benson, and Bruce Addison for sharing their insights.

Our achievements this year were made possible by the generous-minded community that fosters a sense of belonging and shared learning with ACEL. In this 50<sup>th</sup> year of ACEL, I express my personal thanks and admiration to all who have established and contributed to ACEL's mission and the advancement of educational leadership in Queensland and across the country.



Karen Fox  
QLD Branch  
President

*Ka Fox*



## SA Branch Report

This report highlights the dedication and collaborative efforts of our members and acknowledges their outstanding contributions to the educational landscape in South Australia.

Our SA Branch Executive team: Martyn Anderson, Scott Dirix, Christine Haynes, Barb Jenkins, Bev Rogers, and Mark Simpson. Their unwavering dedication and exemplary work have played a pivotal role in supporting ACEL members in South Australia. We extend special thanks to Bev and Mark for their six years of steadfast support, which has ensured that ACEL remains an active and influential force in the education community.

South Australia takes pride in its wealth of visionary education leaders, researchers, and highly skilled teachers. During the 2022 ACEL Annual Awards, we celebrated and honoured outstanding educators who have made a significant impact in nurturing the potential of South Australia's young minds. We congratulate the following recipients:

**Leadership Award:** Rowena Fox, Deonne Smith

**Nganakarrawa Award:** Kevin Richardson

**The 'New Voice' in School Leadership Scholarship:** Michael Murphy

**The 'New Indigenous Voice' in School Leadership Scholarship:** Jasmine Miller

Throughout the year, the SA ACEL Branch facilitated a range of enriching professional learning opportunities for our members. Among the well-received sessions, two stood out:

*'Future Alternatives for Educational Leadership: Deborah Netolicky and Summer Howarth in Conversation'*

Deborah and Summer engaged the audience with insights from research, practice, and global perspectives, exploring the intricacies and uncertainties of educational leadership in the context of present and future trends.

*'The Evaluation Turn for Educational Leaders'*

Michael Murphy presented a logic modelling system that empowers leaders to construct a clear framework of "what happened, what difference it made, and why," fostering a data-driven approach to leadership decisions.

To recognise exemplary achievements by South Australian educators, the Branch Executive launched the 2023 Annual Awards. We extend our congratulations to:

**The Alby Jones Gold Medal Award:** Noel Mifsud

**Educational Leadership Medal:** Nicole Archard, Tera Hanel, Paddy McEvoy, John Neate, Alina Page

**SA Fellowship Award:** Angela Falkenberg, Emma Grave

**Distinguished Contribution to Research in Educational Leadership Award:**

Laureate Professor Jenny Gore

**Pip Field Emerging Leaders Award:** Andy Mackenzie, Michael Murphy

**SA Media Award:** Chris Russell

The prestigious annual awards ceremony took place at The Sanctuary: Adelaide Zoo on Wednesday, 28 June, where more than 75 distinguished guests gathered to celebrate the brilliance of South Australian educators. The presence of the Honourable Blair Boyer MP, Minister for Education, Training, and Skills, added significance to the occasion, emphasising the valued support our state branch receives from the government.

Our ACEL Retired Leaders, a source of invaluable wisdom and experience, continued to play an active role in our community. The lunchtime meetings, organised by Kathy Cotter, Neville Highett, and Jean Lomax, saw around 25 retired leaders coming together regularly. These gatherings featured guest speakers exploring topics such as First Nations People, school leadership journeys, and current emerging educational research, creating enriching opportunities for dialogue and learning.

As we venture into the future, we remain committed to our personalised approach to fostering professional growth among our educational leaders. We eagerly explore more effective opportunities to engage and support our esteemed members in their noble pursuit of educational excellence.

The past twelve months have been incredibly rewarding. We sincerely appreciate the ACEL SA Branch Executive's unwavering commitment and tireless efforts in supporting our valued members throughout South Australia. Together, we shall continue to shape a brighter future for education in our state.



Warren Symonds  
SA Branch  
President

## 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 2022/ 2023 team for their ongoing commitment Cath Apanah, Louise Bender, Malcolm Elliot, Deb Day, Amy Sharp, James Seddon, Tracy Siedler, Beth Gilligan, Louise Corrigan, Brittany Roestenburg and Anne Foale. This year we have farewelled Malcolm Elliot, Cath Apanah and Deb Day. We thank them for their dedication to ACEL over many years.

Towards the end of 2022, 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 the recipient of the Public Discourse Award Leanne McLean. Leanne is the Tasmanian Commissioner for Children and Young People. She is a deserving recipient of this award, continuing to raise awareness of all aspects of education and the care Tasmanian children and young people need.

The 'Breakfast with the Minister' also an annual event, was held in October 2022. We, once again welcomed a new Minister for Education, The Honourable Roger Jaensch. The Minister's growing knowledge of the education sector and his willingness to listen and engage with the profession was welcomed by the audience. The breakfast was once again well attended with the Minister engaging with educational leaders in an honest and open atmosphere. In 2023 we are once again looking forward to the 'Breakfast with the Minister' Event.

Our 'Hot Topic' with ANZELA presenter Jason Newman and Katharine O'Donnell. The information shared at this event and the discussion that it enabled was greatly appreciated by those who attended. Legal matters such as Family Law and Duty of Care is an area of increasing awareness and the need for increased knowledge. We greatly appreciate the support of ANZELA for ACEL and the educational leaders in Tasmania.

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



## VIC Branch Report

ACEL Victoria fully supports the ACEL vision to create a dynamic and collaborative learning community and provide opportunities for educators to come together at the local level to connect, discuss and be inspired. We proudly place members opinions and suggestions at the heart of our work and always value member feedback.

Despite the sustained best efforts of the Branch Executive several planned events were cancelled in this financial year due to low registration numbers. We believe that was indicative of educators prioritising their local setting needs after several years of disruption but are pleased to note that this situation is now shifting, with recent events experiencing strong attendance.

One of the many highlights for educators attending the 2022 National Conference in Sydney was the Victorian delegates 'Welcome Gathering'. It was a great opportunity to connect with fellow delegates and have some fun.

We acknowledge fellow Victorians who received National Awards at the 2022 Conference ceremony: Professor Janet Clinton (Leadership Award): Peter Hutton (Hedley Beare Award for Educational Writing): Josie Crisara (OAM) (National Fellow): Cathryn Stevens (New Voice in School Leadership Scholarship): Jade Leak (New Voice in Early Education and Care Scholarship)

The excellent work of the Branch Awards Committee (Melissa Etherton, Sue Buckley and Hayley Dureau) is gratefully acknowledged. Their co-ordination of the nomination process, as well as the organisation of the prestigious award ceremony, held on 20 March 2023 at the RACV Club is commendable. Fellowships were awarded to Stephen Gniel, Dr Toni Meath, Beverley May, Dr Phil Cummins, Ben Johnstone-McCloud, John Visentin, Dr Fiona Longmuir, Adam Heath, Nathan Chisholm and Luci Quinn: The Hedley Beare Educator of the year to Tracey Ezard: The Brian Caldwell Research Award to Sophie Spejal: The Debbie Locco Leadership Award to Karen Money: The Media Award to Adam Voigt: and the President's Award to Simon Kent.

The 2022 Research Seminar topic was 'Mental Health, Child and Youth, What do schools and school leaders need to know and do?' Panel members: Professor Donna Cross, Ass. Professor Helen Stokes, Dr Govind Krishnamoorthy and Dr Emily Berger provided expert insight, supported by a range of research, about the crucial role educational settings play. This online event was very well attended and generated many questions. Congratulations to Jane Wilkinson for organising this quality event.

The Patron's Oration is held annually in honour of our patron Professor Brian Caldwell. On 3 August 2022 it was held at Albert Park College and was presented in a blended model with the audience joining both on site and virtually online. Associate Professor Mark Rickinson (Faculty of Education Monash University) delivered an inspiring oration about using research well in education and why this matters. He used the Monash Q Project work to demonstrate how research evidence can inform educators work and was joined by Bruce Armstrong (Educational Consultant) and Esme Capp (Principal, Princes Hill Primary School) to share from their experience, what this looks like in practice.

ACEL Victoria has a motivated and committed executive team, and on behalf of members, I thank - Sue Buckley, Lawrie Drysdale, Hayley Dureau, Melissa Etherton, David Gurr, Fiona Hutton, Gail Major, Cameron Paterson Louisa Rennie, Annette Rome and Jane Wilkinson for their generosity of spirit and support to educational leaders in Victoria.

In October we welcome a new, recently elected branch executive and farewell current executives Melissa Etherton, Jane Wilkinson, Sue Buckley, and Lawrie Drysdale all who have served on the Executive for 6 years. We also farewell Gail Major (3 years) and Louisa Rennie (2 years). A special vote of thanks to those executives who managed their demanding careers and still found time to volunteer many hours to ACEL. It is greatly appreciated!

We also acknowledge the work of our administrative assistant Lee Anne Green who finished in this role earlier in 2023.

I am also leaving the Branch Executive after six years as President and nine years on the ACEL Branch Executive in Victoria. It has been an honour and privilege to serve in this role and to have worked alongside so many highly skilled, intelligent educators.

I encourage all members to use every opportunity to promote the benefits of joining ACEL and using the vast number of resources, leadership development opportunities, cross sectorial connection and learning experiences, available at both local and national level, to inspire and strengthen their leadership capabilities.

ACEL membership was one of the best investments I ever made as an educational leader and has given me great joy!



Coralee Pratt  
VIC Branch  
President

*Coralee Pratt*



Mathilda Joubert  
WA Branch  
President

*Mathilda Joubert*

## WA Branch Report

I am honoured to present the annual report for Western Australian (WA) ACEL Branch for 2022 - 2023. This was a busy year as we strived to create opportunities for members to grow, connect, lead and reflect together. We completed mentoring 30 leaders in the Kimberley region who participated in the *Middle Leaders Manage* program and started the *Leadership Mastery Program* for 30 leaders in Perth in partnership with Dr Shane Glasson from Liminal Space. Our Branch Awards night in November was a highlight where the WA Minister for Education and Training presented the Awards.

We continued with our termly *Educational Leadership Book Club*. Books discussed this year include *"Stolen Focus: Why You Can't Pay Attention and How to Think Deeply Again"* by Johann Hari, *"10 Things Schools Get Wrong (And How We Can Get Them Right)"* by Jared Cooney Horvath and David Bott, *"The Power of Us: How we connect, act and innovate together"* by David Price, and *"Leaders Eat Last: Why Some Teams Pull Together and Others Don't"* by Simon Sinek.

Our *Leading Innovation in Education Network* series also continued this year. Each term members from different systems, sectors and stages of education would meet in a different school to share case stories of managing change and discuss the joys and challenges of leading innovation in education. Organisations that presented in 2022 - 2023 include BloomLab at Curtin University and UWA, Campbell Primary School, Carmel School, Cheltenham Girls' High School (NSW), Christ Church Grammar School, Emmanuel Catholic College, Hale School, Iona Presentation College, Joseph Banks Secondary College, Perth Modern School, Sacred Heart Catholic College and St Hilda's Anglican School for Girls.

During the year we ran two Hot Topic events, on *Journeys in Leadership and Building Community*. Our speakers represented all sectors from education, including Brad Evans (Guildford Grammar School), Bruno Pileggi (Ballajura Community College), Deborah Netolicky (St Mark's Anglican Community School), Helen Aguiar (Perth College), Leonie Clelland (Karrinyup Primary School), Niel Smith (WAPPA), Rachael Lehr (Dayton Primary School), Ryan Shelton (Iona Presentation College) and Sandro Coniglio (Emmaus Catholic Primary School).

The WA Branch also partnered with National Office coordinating three special events exploring the topics of *"Mindframes for Leaders"* with John Hattie and Lyn Coote, *"Leading a Learning Culture"* with James Nottingham and *"Leveraging students as owners of their learning"* with Yong Zhao. It was wonderful being inspired by such great thought leaders, yet we also got a glimpse of the future when we invited a student to respond to Yong Zhao's presentation. His words provide a clear call to action.

*"I have to admit a level of frustration at being somewhat forced into a structure of learning that appears to be more about marks, assessment, and ATAR performance. This is not the fault of my teachers, or school, but more a reflection on education as a whole and those who lead it. It provides me with great hope that the influential people in this room are supportive of change ... to encourage the evolution from talking about what we need to change, to actioning these thoughts and actually implementing the change. The world is changing rapidly, and education has to keep up!"* (Taj Racey, Year 11)

Finally, I want to thank the WA Executive Branch members for their hard work and dedication throughout the year to serve the wider educational leadership community in WA: Bruno Pileggi, Gary Racey, Kylie Day, Leonie Clelland, Merrilee Wright, Olivia Matthews, and Rachael Lehr, and four co-opted members for 2023 Amie Fabry, Maree Whiteley, Ray Boyd, Vince Bellini.





# 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.



## Finance Report

Organisational Excellence



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# Finance Reports

## Profit and Loss Statement

For the year ended 30th June 2023

Income	2023	2022
Branch Income	\$55,650	\$22,061
Membership and Business Development	\$609,745	\$578,135
Professional Learning	\$521,849	\$341,464
Bookshop and Resources	\$161,488	\$156,358
Conferences and Special Events	\$924,125	\$379,948
Interest Received	\$13,645	\$738
Business Grant, Job Saver, Small Business Program	\$0	\$181,437
Other Income	\$9,000	\$750
<b>Total Income</b>	<b>\$2,295,502</b>	<b>\$1,660,891</b>
<b>Cost of Sales</b>		
Branch Expense	\$94,609	\$47,517
Membership and Business Development	\$171,467	\$148,591
Professional Learning	\$189,783	\$141,854
Bookshop and Resources	\$114,314	\$109,252
Conferences and Special Events	\$644,391	\$189,720
<b>Total Cost of Sales</b>	<b>\$1,214,564</b>	<b>\$636,934</b>
<b>Gross Profit</b>	<b>\$1,080,938</b>	<b>\$1,023,957</b>
<b>Expenses</b>		
Administration	\$274,464	\$242,985
Salaries and Wages	\$877,156	\$949,648
Superannuation	\$91,823	\$92,268
<b>Total Expenses</b>	<b>\$1,243,443</b>	<b>\$1,284,901</b>
<b>Net Profit</b>	<b>-\$162,505</b>	<b>-\$260,944</b>
Retained Profit at the Beginning of the Financial Year	\$2,407,691	\$2,668,635
<b>Retained Profit at the End of the Financial Year</b>	<b>\$2,245,186</b>	<b>\$2,407,691</b>

## Balance Sheet

As at 30th June 2023

Assets	2023	2022
<b>Current Assets</b>		
Cash	\$1,342,218	\$1,110,959
Receivables	\$135,951	\$62,834
Prepayments	\$162,059	\$216,844
<b>Total Current Assets</b>	<b>\$1,640,228</b>	<b>\$1,390,637</b>
<b>Non Current Assets</b>		
Property Plant and Equipment	\$1,644,889	\$1,690,283
<b>Total Non Current Assets</b>	<b>\$1,644,889</b>	<b>\$1,690,283</b>
<b>Total Assets</b>	<b>\$3,285,117</b>	<b>\$3,080,920</b>
<b>Liabilities</b>		
<b>Current Liabilities</b>		
Accounts Payable and Other Payables	\$176,697	\$111,416
Provision for Employee Benefits	\$73,906	\$84,264
Contract Liabilities	\$778,013	\$469,191
<b>Total Current Liabilities</b>	<b>\$1,028,616</b>	<b>\$664,871</b>
<b>Non Current Liabilities</b>		
Employee Provisions	\$11,315	\$8,358
<b>Total Non Current Liabilities</b>	<b>\$11,315</b>	<b>\$8,358</b>
<b>Total Liabilities</b>	<b>\$1,039,931</b>	<b>\$673,229</b>
<b>Net Assets</b>	<b>\$2,245,186</b>	<b>\$2,407,691</b>
<b>Equity</b>		
Retained Surplus	\$2,245,186	\$2,407,691
<b>Total Equity</b>	<b>\$2,245,186</b>	<b>\$2,407,691</b>

The Financial Report for FY 2022-2023, 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 2022-2023

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

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

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