



Australian Council for
Educational Leaders

ANNUAL REPORT

2024-2025





Australian Council for Educational Leaders

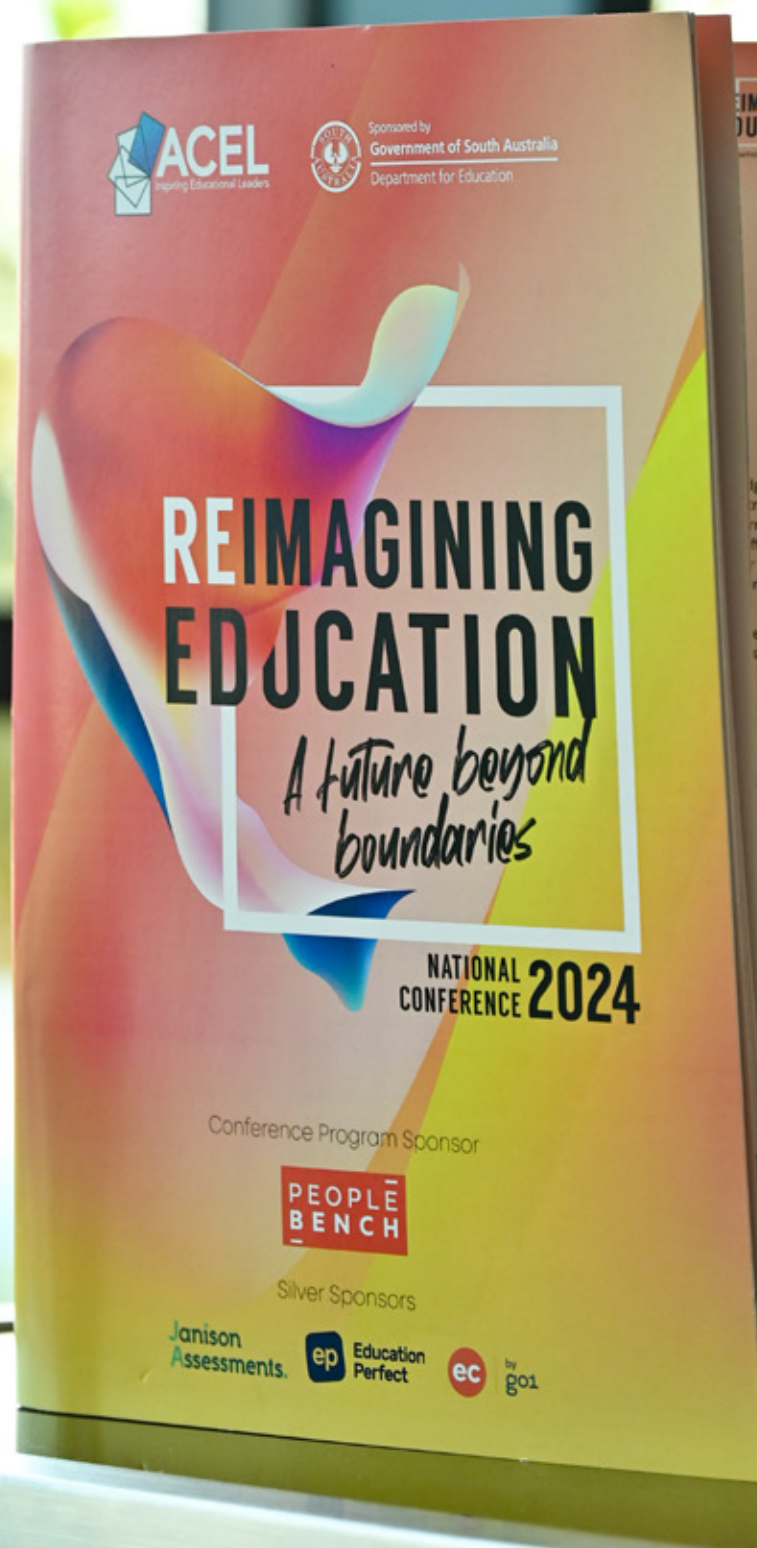
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To support, develop and strengthen educational leadership in current and future leaders across Australia and beyond

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

35

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



Liz Foster
ACEL President

This 2024/2025 Annual Report is presented on behalf of the Board of the Australian Council for Educational Leaders to our members and all those deeply committed to pursuing contemporary leadership in education. We are a community of educators in the broadest sense possible. We represent the entire educational ecosystem across all sectors, from early childhood, schools, to tertiary settings.

We have clarity of purpose: to support, develop and strengthen educational leadership in current and future leaders across Australia and beyond. Our vision is to influence educational thinking contributing to a vibrant professional learning community that is founded on a shared commitment to improving the quality of learning for all. It is a vision for a future that encourages educators to take action, to enable shared discourse, research and participation in educational leadership policy development. It is a vision in which we embrace challenge and have the agility to navigate the shifting landscape of our future. At the forefront of our thinking, informing and driving all we do, are our ACEL five foundational pillars of Organisational Excellence, Leadership and Learning, Enlightened Discourse, Dynamic Networks and Recognition and Empowerment.

Alongside Dr Barbara Watterston, our Chief Executive Officer, and her team, during 2024 and 2025 we have endeavoured to apply these pillars in ways to elevate the potential of those we serve, namely our students, parents, and colleagues. With Dr Watterston concluding her service as Chief Executive Officer of ACEL in the latter part of 2025, we will miss her exceptional leadership as she transitions to the next chapter of her distinguished career.

During her tenure as CEO, Barbara has been instrumental in strengthening ACEL's position as Australia's premier organisation for educational leaders. Her unwavering commitment to a visionary approach to professional learning has seen our organisation thrive. Through her leadership, ACEL is a vibrant and collaborative community that truly connects and engages with educators across all sectors. We are profoundly grateful for Barbara's dedication, expertise, and the positive transformation she has brought to ACEL. Her legacy of thoughtful, innovative and collaborative leadership will continue to guide our organisation as we look to the future. We remain committed to continuing the work Barbara has championed, building upon the strong foundation she has established for our organisation and members.

This year has seen the undertaking of our strategic review to inform ACEL's 2026–2030 Strategic Plan. It was a collective and rigorous process that ignited deep reflection, robust discussion, and a clear sense of purpose in shaping the next chapter of engagement, empowerment, and impact.

During 2024 and 2025 our Branch and National Awards ceremonies have again provided occasion to recognise educational leaders who in the view of their colleagues, make a significant contribution to the teaching profession and educational leadership by nurturing and developing the lives of students and colleagues alike. Our New Voice Scholarships and NextGen initiatives are part of ACEL's commitment to ensure the voices of emerging educational leaders are heard.

We thank the professionalism of the contributors to our two published journals, the *Australian Educational Leader* and *Leading & Managing*, both of which amplify research and narratives of educational leadership in Australia and beyond. Leadership is indeed a team exercise. Moreover, we recognise that one of our strengths lies in the diversity of membership across branches in each State and Territory. We are thankful to all the people who facilitate connection for educators through stimulating conferences, workshops, leadership programs, in-house publications, and online resources.

During this year, our community has recognised the immense contribution of outgoing ACEL Patron, Emeritus Professor Frank Crowther. Delivering an eloquent and thought-provoking final address at the inaugural Middle Leadership Summit, Professor Crowther highlighted a range of significant perspectives in educational leadership drawing on wisdom from over the past six decades. He reminded us that it is through seeking to understand the perspectives of others and then aligning those diverse perspectives towards shared goals that leaders can grow in awareness and knowledge. An important outcome of the summit was the establishment of a Middle Leaders' Alumni, a professional collective that is committed to ensuring that transactional conference conversations elicit transformational change.

I present this Annual Report for your review. As the current custodians of our profession, it is our actions and words that enable each other to belong. The future of the Australian Council for Educational Leaders is the responsibility of each of us regardless of which sector or system we are in. We all belong to the noble and very human profession of education. Let us support, believe in and continue to build into our narrative the many positives in our profession.



CEO's Message



Barbara Watterston
ACEL Chief
Executive Officer

In reflecting on the activities and engagement during 2024-2025, I pen my final contribution to an Annual Report with a deep sense of gratitude. Commencing during COVID and riding a rollercoaster of ambiguity and what seemed to be insurmountable challenges, we embraced change wholeheartedly, reimagining possibilities where disruptions were harnessed to create new operational models, different learning and engagement opportunities, and positioning educational leadership as vibrant, agile, and unapologetically inclusive.

This year, with a greater than anticipated end of financial year outcome, there has been a continued focus on evolving our business model where we have reduced reliance on traditional membership structures, refreshed our approach to member engagement, and diversified professional learning delivery models. In prioritising operational improvements across all areas of the organisation, we have streamlined processes, enhancing both efficiency and productivity. Key outcomes include risk mitigation, targeted cost reductions, and the implementation of broader efficiency measures where appropriate.

Engagement in our national conference and inaugural middle leadership summit far exceeded our expectations setting a high benchmark in both design and delivery which will continue to inform our signature events. During the summit, guided by the wisdom of ACEL Patron Emeritus Professor Frank Crowther AM, we were gifted with more than knowledge. We were given a legacy. A challenge. A call to action. Poignantly, as this was Frank's farewell as Patron, he reminded us to anchor ourselves in our *why*, to boldly shape the future of education, and to ensure that wherever we go, the voice of the school leader is heard, respected, and amplified.

Through dynamic platforms and showcasing member expertise via publications, podcasts, and storytelling, ACEL brings visibility to the expertise of educators across all contexts. In an era of increasing professional isolation and public scrutiny, ACEL offers a vital counter-narrative; one that promotes the joy, purpose and professionalism of teaching and leading. The *Australian Educational Leader (AEL)* remains a widely cited example of how ACEL amplifies the voice of the profession by its meaningful contribution to national dialogue reflecting the insight, experience, and aspirations of educators. ACEL's peer-reviewed *Leading & Managing* journal attracts both Australian and international authors, building a strong online presence and expanding our global reach. Contributions through ACEL Branch newsletters continue to offer rich avenues for member reflection and thought leadership, underscoring great wisdom, and depth and diversity of perspectives.

In expanding our platform's service to members, our communications increasingly and more consistently outperform both our average open rates and industry benchmarks. There has been a notable increase in overall member engagement across professional learning, conferences, and events over recent financial years. This trend is further supported by recent data gathered through our key communication channels indicating a highly invested audience and well-targeted, value-driven communication.

As we undertake our strategic review to inform ACEL's forthcoming 2026–2030 Strategic Plan, the process has sparked rich reflection, robust discussion, and a clear sense of purpose in shaping the next chapter of engagement, empowerment, and impact. Our greatest asset lies in the people who drive our mission forward; the people who on a daily basis strengthen our voice, deepen our advocacy, and illuminate the collective impact we aspire to make in service of the profession. We embrace the great paradox of illusion – we often look far bigger and better resourced than we are.

Two well-worn phrases have become team favourites: *we run on the smell of an oily rag* and *we punch well above our weight*. With resilience, creativity, and a dash of magic, this small but mighty team and board continue to make the impossible look effortless.

At the heart of our daily operations, the national office team and project managers without question go above and beyond. Our formidable Head of Operations, Peggy Reeve, is the glue that make this seamless. Our national office team has not only sustained but also accelerated the momentum of engagement across the association, delivering initiatives with agility and a deep sense of service. Their commitment to excellence is felt in every interaction and consistently celebrated in the outstanding feedback received.

We are incredibly mindful that directors, branch executives, and our editorial boards have a day job and as volunteers their contribution is a wonderful act of professional generosity. With heartfelt gratitude, I acknowledge the remarkable expertise and unwavering dedication of our volunteer board, led with integrity, vision and enormous energy by our President Liz Foster.

And I'd like to acknowledge ACEL's members whose contributions create a rare and vital platform; one that bridges boundaries, fosters shared understanding, and enriches the broader educational dialogue. Our members bring diverse perspectives that strengthen and uplift our noble profession and all with an absence of hierarchy and abundantly invitational. Evident from responses by ACEL award recipients is a great appreciation to be part of an inspiring alumni. As summed up by one recent awardee, "We all walk in the footsteps of those that have gone before, and for their legacy, mentorship and support, I am forever grateful. Joining ACEL all those years ago was one of the best teaching decisions I've ever made. Finding a professional village is priceless." And the village continues to grow.

It's been an incredible privilege to be part of that village for the last five years. I leave as CEO with a feeling of great pride as well as confidence in what lies ahead. In looking at the pages within, we can see that this is our story to shape.







Leadership and Learning

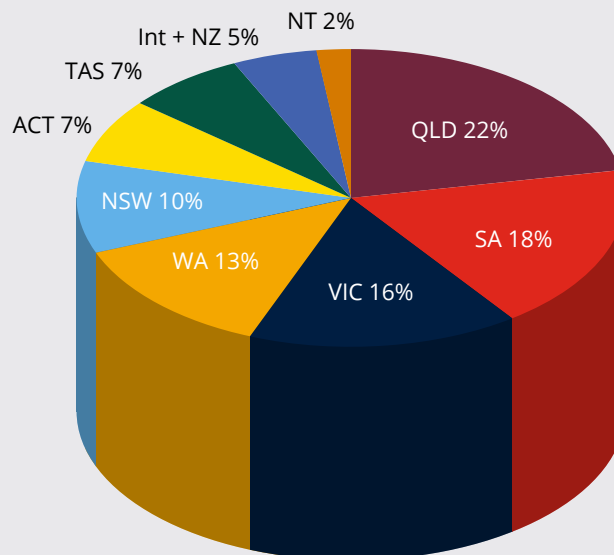
To inspire and develop educators and educational leaders regardless of where they are in their professional careers to lead learning outcomes for all.

Leadership and Learning

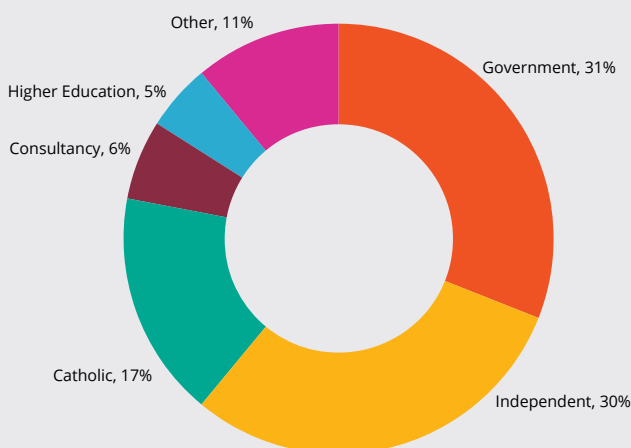
In the service of ACEL's mission to strengthen leadership capability, influence educational thinking, and foster a dynamic professional community committed to improving outcomes for all learners, over 65 events were delivered throughout the year. These included conferences, workshops, programs, and webinars, engaging 4,062 participants—reflecting a 16% increase on the previous year. Together, they offered rich, accessible and impactful professional learning experiences for educators across sectors.

Below is a demographic snapshot of those who have engaged with ACEL in the past year. It is pleasing to see the gradual increase of representation by teachers, with roles representing the breadth of diversity of the education sector.

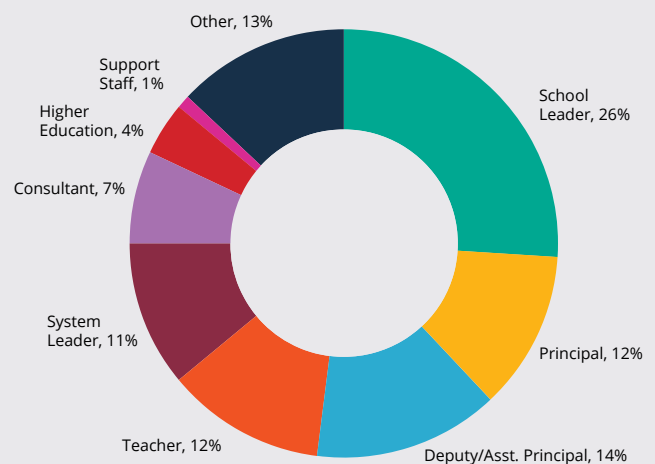
Registration by State



Registration by Sector



Registration by Role





Conferences



The ACEL National Conference 2024 **'Reimagining Education: A Future Beyond Boundaries'** was held at the Adelaide Convention Centre in collaboration with the SA Department for Education. The conference theme explored how educators can navigate global complexities and redefine their role in shaping the future. The conference theme invited deep reflection and forward-thinking dialogue, drawing over 620 delegates and resulting in a sold-out event.

An [insights report](#) was developed and shared with delegates post-conference, capturing key messages, questions and reflections. This resource highlights the implications for the future of educational leadership and offers a roadmap for innovation and progress.

The event provided a valuable opportunity to connect with peers, share expertise, and engage in a healthy and respectful debate over policies and practices.

“ The high-quality presenters and their presentations, a full house of exceptional educational leaders from all across Australia, beautiful location and venue, and outstanding organisation. ”



ACEL recognises the vital role of middle leaders in shaping school culture and translating strategic priorities into practice. The inaugural ACEL Middle Leadership Summit was established in response to the identified need for greater support of middle leaders – who, despite their influence are often underrepresented in leadership development opportunities. With the valued support of the Department of Education, Queensland Government, the summit cast a long-overdue spotlight on the pivotal role of middle leaders.

With the theme **'Connecting our Middle Leaders'**, the 2-day in person program fostered meaningful conversations among delegates – enabling the sharing of lived experiences, insights, and perspectives on leadership in action. Designed to maximise audience engagement, the program included a range of interactive elements, including:

- Roundtable discussions led by conversation curators.
- Guided reflection by conference rapporteurs – fostering an environment of professional growth and collaborative learning.
- Onsite podcast to capture key conversations.
- Practical masterclasses specifically tailored to middle leaders.

The ACEL Middle Leaders Alumni was established following the summit to foster ongoing connection, leadership development and mentorship.

“ *Fantastic conference – informative, relevant, and professionally enriching.* ”

“ *A wonderful opportunity to explore my leadership capabilities and how to work more effectively with my team.* ”

connecting our MIDDLE LEADERS

ACEL 2025 MIDDLE LEADERSHIP SUMMIT
GOLD COAST 2-3 JUNE 2025



Workshops & Webinars

Beyond ACEL's flagship events, professional learning is delivered in diverse and flexible formats—designed to meet educators where they are and ensure broad, inclusive access across our learning community. Our strong professional connections with globally respected thought leaders have opened the door to rich engagement with voices such as Professor Andy Hargreaves, Dr Lyn Sharratt, and Dr John Hattie, bringing global insights not only to our members, but also to the many partners and collaborators we work with across every system and sector.



Teach Like a Champion (Systems and Routines)

Online Webinars
October 2024, March 2025



Learning to Listen and Listening to Learn

John Hattie & Lyn Sharratt

Sydney Workshop
April 2025



Leaders of Learning

Dr Judi Newman

Sydney Workshop
November 2024



Building a sustainable data informed culture

Dr Selena Fisk

Darwin Workshops
May 2025



Get In! Switch On!

Andy Hargreaves

Sydney Workshop
February 2024

ACELearn

Launched in 2024, ACELearn was developed in response to the evolving needs of the education sector, with a strong focus on flexibility, accessibility and relevance. From tailored leadership programs to dynamic masterclasses, ACELearn delivers meaningful, bespoke and practice-based learning experiences directly to schools and organisations across the country.

Tailored and co-constructed programs have been designed and delivered to meet the needs of specific of individual schools as well as regional, system and sector cohorts, including:

- Building teacher efficacy - VIC
- Beginning Teachers on Visible Learning - QLD
- Instructional coaching program - QLD
- Leading early years - QLD
- Women in leadership
- Middle Leaders Matter Program

In addition to bespoke offerings, a suite of public programs and masterclasses were delivered throughout the year. These provided individuals with opportunities for direct access and also served as tasters for school or system-wide implementation.

Building thriving teams

Melbourne Workshop
November 2024, May 2025

Middle leaders online

Online Workshops
February - June 2025

Leading the early years of schools for the future

Online Webinar
February 2025

Building thriving teams

Online Webinar
May 2025

Building trust and psychological safety

Sydney Workshop
May 2025

Straight talking

Brisbane Workshop
June 2025



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Programs

ACEL Mentoring and Coaching

ACEL continues to offer flexible mentoring and coaching packages ranging from three to ten hours and tailored to support each participant's individual learning goals. Our mentors and coaches are highly experienced professionals, bringing a broad range of expertise to the program. ACEL's Mentoring and Coaching is a valuable opportunity for seasoned educators to give back by sharing their knowledge, while providing participants with personalised, one-on-one support designed to meet their unique needs.

MENTORING and COACHING PROGRAM

ACEL Bookshop and Resources

The ACEL online bookshop continues to support our community by offering a curated selection of titles that align with our professional learning programs. ACEL consistently ranks among the top five Google search results for educational leadership titles, reinforcing our reputation as a trusted provider for members and subscribers.

We extend our sincere thanks to our valued partners—Amba Press, Booktopia, Grift Education, Taylor & Francis, and Woodslane—for their ongoing collaboration. Our strong relationships with authors, publishers, and distributors enable us to offer contemporary, high-quality resources at competitive rates for our members and subscribers.



ACEL BOOK SHOP



ACCEL

COUNCIL FOR EDUCATIONAL LEADERS



EDUCATIONAL LEADERS



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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

ACEL state and territory branches hosted 40 branch events throughout the year, strengthening our connections with local communities across Australia. These events ranged from online webinars and in-person book clubs to breakfast with the Minister and branch awards. Each gathering offered educators a valuable opportunity to engage in meaningful discussions about the challenges facing the education sector, share insights, and build network with peers.

ACEL thrives on the generosity of the profession — educators learning with and from one another in ways that are inspiring, supportive, and energising. This spirit of shared growth fosters a powerful culture of connectedness and belonging across our community.

Sincere thanks and appreciation to all our branch executives who shared their time and expertise in supporting ACEL through their local community.

ACT

May 17, 2024 Strengthening Middle Leadership
Mar 19, 2025 Awards Evening 2024
May 23, 2025 Breakfast with the Minister 2025

TAS

Sep 12, 2024 Awards Evening 2024
Oct 23, 2024 Breakfast with the Minister 2024
Jun 26, 2025 Awards Evening 2025

NSW

Aug 20, 2024 Awards Evening 2024
Jun 4, 2025 Next Word Book Discussion with Authors

VIC

Aug 1, 2024 Leader Connect Series – Event 1
Sep 11, 2024 Webinar – Do you want to be a Principal?
Dec 10, 2024 Patron's Oration and Awards Ceremony
Apr 3, 2025 Webinar – Utilising AI & Emerging Technologies to Enhance Learner Agency
Jun 26, 2025 Leading Regenerative Learning

QLD

Aug 14, 2024 Q&A Forum (Toowoomba)
Aug 20, 2024 Awards Evening 2024
Oct 9, 2024 Pivotal People 2024 – Brisbane & Gold Coast
Oct 24, 2024 What is Effective School Governance?
Feb 12, 2025 Pivotal People 2025 – Gold Coast
Feb 26, 2025 Pivotal People 2025 – Brisbane
Feb 27, 2025 Darling Downs Meet & Greet 2025
May 7, 2025 Pivotal People 2025 – Brisbane
May 14, 2025 Pivotal People 2025 – Gold Coast
May 29, 2025 Dinner on the Downs 2025

WA

Jul 4, 2024 Educational Leadership Book Club
Sep 4, 2024 Hot Topic – LEGO Serious Play / ACEL WA Collab
Sep 26, 2024 Educational Leadership Book Club
Oct 22, 2024 Leading Innovation in Education Network 4
Nov 6, 2024 Awards Evening 2024
Jan 23, 2025 Educational Leadership Book Club
Feb 27, 2025 Leading Innovation in Education Network 1
Mar 19, 2025 Hot Topic – Next Gen Leaders
Apr 24, 2025 Educational Leadership Book Club
May 22, 2025 Leading Innovation in Education Network 2
Jun 11, 2025 Hot Topic – Pathways to Leadership

SA

Aug 29, 2024 Awards Evening 2024
Oct 10, 2024 Book Club
Apr 3, 2025 Hot Topic: Dylan William live in Adelaide
May 29, 2025 Hot Topic: AI is revolutionising the workforce... but should it revolutionise education?
Jun 17, 2025 Awards Evening 2025
Sep 3, 2025 South Australian School Equity Summit



Journals and Publications

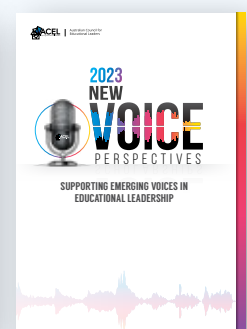
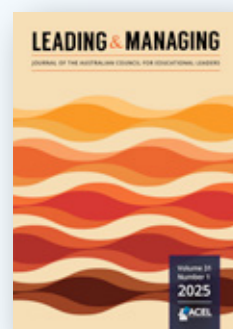
ACEL's Journals and publications are a key component of its mission to ensure educational leaders have access to high quality resources on relevant topics such as current research, policy developments, and best practice. The opportunity to present the voices of established and emerging leaders as well 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 four key publications (Leading & Managing, New Voice Perspectives, Australian Educational Leader, and the ACEL Monograph).

Leading & Managing (L&M) is a well-recognised blind peer reviewed journal that furthers academic discourse around educational leadership. Its focus is education management and leadership in the widest sense and within contexts such as schools, higher education institutions, and other educational organisations. In 2024, L&M began a new era with ACEL entering an agreement with the University of Southern Queensland (UniSQ) and the Florida Gulf Coast University (FGCU) to develop and publish the journal. This agreement enabled the journal to have an international reach with the establishment of an online presence through a platform provided by FGCU. The journal editors are Professor Fenwick English (FGCU) and Honorary Professor Dorothy Andrews (UniSQ); and associate editors are Assistant Professor Krista Bixler (FGCU) and Honorary Associate Professor Joan Conway (UniSQ). Since the establishment of the new partnership between FGCU and UniSQ, the journal has attracted both Australian and international authors. To date, three special editions have been published: Issue 2, 2024: *Leadership through times of crisis: Possibilities and practices for adaptive leadership*; Issue 3, 2024: *Mentoring to build leadership in education*; and Issue 1, 2025: *Creative responses to leadership challenges*

and constraints. Issue 1, 2025 received over 20 abstracts and for this reason a second special issue addressing this topic will be published in 2025.

Each year, ACEL is proud to present **New Voice Perspectives**, celebrating our New Voice Scholars who have been recognised in the fields of school leadership, educational leadership research, and early childhood and care. The 2024 New Voice Scholars were invited to respond to one of three questions exploring the decade ahead in education, how leadership can support wellbeing, and the role of AI in ensuring leadership remains human centred. Their reflections highlighted the importance of student voice, collective action, and the enduring power of teacher-student relationships in an evolving educational landscape.



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 C. 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, success stories, leadership challenges) 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 published by ACEL's publication team. Prior to 2025, AEL was published in two modes: print and online. For reasons of sustainability and greater flexibility, a decision was made by ACEL to publish AEL online only.

AEL

Australian Educational Leader

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 and included "*a future beyond boundaries*" (issue 3, 2024); "*moral purpose of leadership*" (issue 4, 2024); "*future leadership*" (issue 1, 2025) and "*pluralism and leadership*" (issue 2, 2025). All four issues attracted a range of interesting, innovative and inspiring articles drawn from Australian and overseas experts who showcased their research. Among these leading experts were Dr Lynn Sharratt; Dr Deborah Netolicky and Professor Patrick Duignan; Professor Neil Dempster; Professor Fenwick English; Professor Tanya Fitzgerald and Dr Wei Zhang; Dr Carolyn Shields; and Dr Peggy Burrows. An important component within every issue is the success story category that celebrates good practice and innovation. Some of the topics covered here included evidence-based professional learning; coaching to foster co-agency; consistency in remote Aboriginal schools; and self-regulated learning for students.

An important initiative undertaken by a small working party from the editorial board in 2024 was the development of a set of guidelines for authors regarding the appropriate use of generative AI when writing articles and referencing sources. Since the emergence of generative AI tools, both academic and practitioner journals have created policies stipulating what is and is not acceptable practice. The guidelines now form part of a larger document, "*AEL submission guidelines, copyright criteria and publishing agreement*," available on the ACEL website for prospective authors.

ACEL Monograph is a publication dedicated to current discussions and topics of importance to educational leaders. It is frequently written by ACEL's William Walker Awardees.







ACEL

MEMBERSHIP

FREE
RESOURCE CENTRE

FREE
PUBLICATIONS

SAVE
WORKSHOPS

FREE
DIGITAL CONTENT

SAVE
CONFERENCES AND EVENTS

SAVE
ACEL BOOKSHOP

SAVE
WEBINARS

SAVE
MEMBERSHIP PROGRAMS

COGNITION

PLUS

Save on Resources in Action Series • Use the postcard "ACEL" Exclusive Member Only Offers • Be part of Exclusive Networking Events
Benefit from Local State Branch Support & Activities
And Much More

ACEL

SCOPE
TURE



Dynamic Networks

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



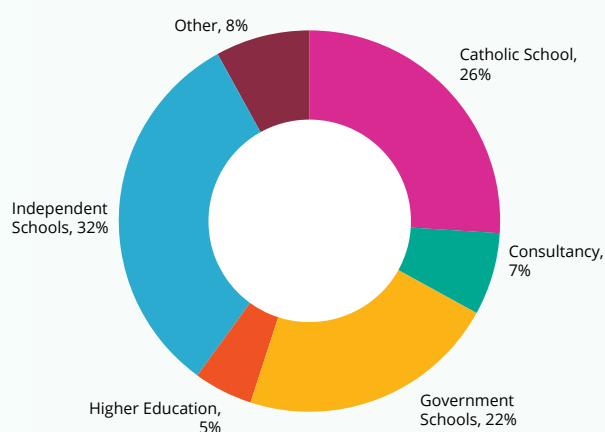
Membership

At ACEL we recognise the importance of meaningful connections within our community that extend beyond membership and regular newsletters. Our team remains committed to delivering personalised service, ensuring a responsive and supportive experience for all in the ACEL community.

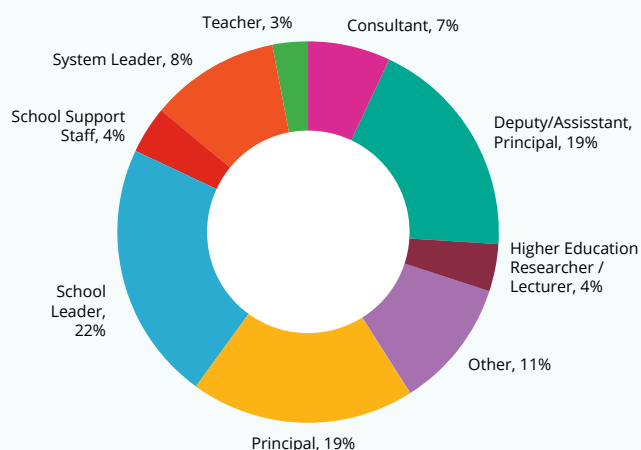
We acknowledge that economic pressures increasingly influence decision-making, particularly when it comes to association membership. This only reinforces our commitment to evolving beyond the traditional membership model by providing an inclusive platform for all educators to connect, contribute and grow.

Importantly, we deeply value the voices of emerging educational leaders and are proud to actively nurture their growth through initiatives like NextGen - a program designed to empower early-career educators and ignite their leadership journey. Through this work, ACEL continues to invest in the future of education, renewing and strengthening the profession for generations to come.

Sector



Role





Online Community

To further enhance the value and accessibility of ACEL's offerings, the role of our online community manager is designed to expand the platform's service to members by fostering deeper engagement, supporting professional learning, and tailoring content delivery through data-informed strategies.

Central to this initiative is the current member survey that is gathering valuable insights into how users interact with the platform. The survey poses targeted questions related to members' participation (or lack thereof) in community spaces, their preferred modes of professional learning, and the leadership and educational topics they deem most relevant or urgently needed.

Insights from this survey have already informed the creation of the monthly *'Bite-sized: Leaders' Library'*, a curated publication that spotlights existing research and key resources housed within the ACEL digital platform. This digest aims to support members by delivering concise, relevant and timely content that aligns with their interests and needs.

Building on this foundation, the data will also guide the potential creation of 'at-level' community groups, structured around role-specific needs (e.g. Teachers, Middle Leaders, Deputy/Vice Principals, Principals, and regional staff). These groups will provide tailored resources, targeted discussions, and role-relevant opportunities for collaboration and knowledge sharing.

Embedded within this process will be regular checkpoint polls, strategically timed to act as feedback loops. These quick pulse checks will ensure that what is being developed and shared continues to meet the evolving needs and expectations of our members—supporting a truly responsive and member-driven approach to community engagement.

This role reflects ACEL's commitment to building a dynamic, collaborative, and needs-responsive professional learning platform, where every educational leader is supported in their growth and connected to relevant expertise and community.





Partnerships

Partnerships with like-minded organisations and individuals are integral to ACEL's ability to provide unique opportunities to the education community. These collaborations enable broader access to thought leaders through ACEL conferences, events and publications, reinforcing our shared commitment to professional learning and educational excellence.

We are proud to have collaborated with the Department for Education SA to deliver the 2024 ACEL National Conference, and more recently, with the QLD Department of Education for the inaugural ACEL Middle Leadership Summit.

Our work with partner organisations such as 6 Team Conditions, Sentis Education, The Learning Foundation and BTS Spark has enabled us to offer bespoke programs tailored to the diverse needs of educators.

We extend our sincere thanks and appreciation to all our partners for their ongoing support of the wider educational community.



**Queensland
Government**



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Government of South Australia
Department for Education

 **6 TEAM CONDITIONS**

sentis
education

bts spark
school leadership made personal

**learning
network NZ**
leading learning in New Zealand

ec | **by
go1**

PWRD
Leadership

aisa

AISWA



Communication and Social Media

ACEL's communication strategy continues to serve across our strategic pillars through daily social media posts that integrate offerings, insights, thought-provoking prompts, and sector news. These posts not only amplify ACEL's presence but also drive traffic to resources and events that support our growing educational leadership community.

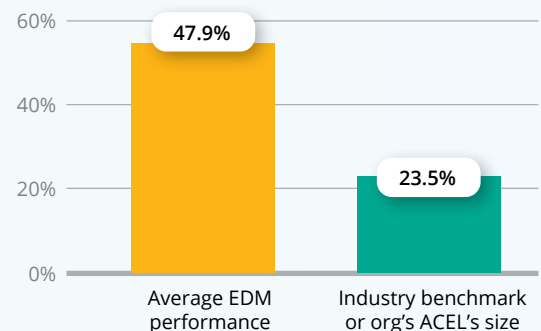
The ACEL community platform remains a central hub for curated thought leadership. From branch president messages to exclusive member editorials, the platform serves as a digital home for timely and relevant dialogue. In parallel, the ACEL homepage news feed provides users with an at-a-glance view of announcements, launches, and upcoming opportunities.

Direct communications via our subscriber and member newsletters continue to be delivered on a fortnightly basis, featuring a range of updates, offers, and insights. Feedback from our members consistently confirms that this remains their most valued and frequent point of connection with ACEL. In addition, the ACEL Digest, sent daily and curated exclusively from community posts, empowers members to share ideas and resources across the network in real time.

This year marked a record-breaking electronic direct mail (EDM) milestone. Both the subscriber and member newsletters announcing the National Awards and 2025 National Conference keynote launches reached open rates of 74.9% and 79.4% respectively, more than triple the industry benchmark of 25%. This followed a similarly strong performance the week prior, with a 72% open rate for a NextGen nominations EDM. These consistently high results demonstrate a clear and growing trend in engagement, particularly around recognition.

The members' newsletter consistently achieves an open rate above 43% across the year, more than double the industry benchmark. This strong and sustained performance reflects the high level of engagement and connection our members have with ACEL.

Our digital following continues to grow steadily, with ACEL reaching over 10,000 followers on LinkedIn. This marks a significant milestone in extending our professional reach and building broader brand awareness.



11,000

LinkedIn Followers







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

39th ANNUAL NATIONAL AWARDS CEREMONY

As Australia's key peak professional organisation for educational leaders, the Australian Council for Educational Leaders has a strong reputation for recognising, developing and celebrating excellence in educational leadership.

ACEL National Awards are presented to those individuals or teams who have made a significant educational contribution and influenced education at a national level in Australia and beyond. All awards are proudly peer nominated. Overwhelmingly, the education community holds ACCEL awards and New Voice Scholars in high esteem.

The 2024 ACCEL National Awards were announced via the ACCEL Newsletter and recipients received their recognition at the ACCEL National Conference in Adelaide.

ACEL Gold Medal

John Cleary

ACEL Hedley Beare Award for Educational Writing

Dr Selena Mary Fish

Mathew White

ACEL Fellowships

Nathan Chisholm

Malcolm Elliot

Dr Phil Cummins

Sinan Kerimofski

ACEL Leadership Award

Clair Andersen

Colin Axup

Judith Anne Howard

Pamela Russell

ACEL Keith Tronc Award

Alarna Page

ACEL Nganakarrawa Award

Mandy Reynolds-Smith

ACEL Presidential Citation

Julia Gillard

ACEL National Media & Journalism Award

Andrew Jaspan

ACEL New Voice Scholarships



The New Voice Scholarships are part of ACEL's significant commitment to recognise the emerging voices in educational leadership. New Voice Scholarships recognise forward thinking, contextually relevant and responsive educational leaders whose work has had an impact above and beyond their immediate context.

Each scholarship aims to welcome recipients into the ACEL network and support their journey by sharing their voices with the education community. The 2024 ACEL New Voice Scholars were also announced via the ACEL Newsletter and recipients received their recognition at the ACEL National Conference in Adelaide.

The New Voice in School Leadership Scholarship

Braydon Giles
Anam Javed
Melissa Kennedy
Steven Trotter

The New Voice in Educational Leadership Research

Dr Shyam Barr
Dr Andrea Stringer

The New Indigenous Voice in Educational Leadership Scholarship

Thomas Cazaly
Lynette George

The New Voice in Early Childhood Education Research

Emma Cross
Dr Amelia Ruscoe

ACEL NextGen

The purpose of the ACEL NextGen initiative is to connect with and give voice to a diverse group of early career educators from across sectors and systems in Australia. We were delighted to welcome our second cohort of NextGen awardees at our 2024 National Conference.

Jay Chew
Select Entry Enrichment Program Coordinator
Al-Taqwa College

Cassandra Maldonado
Head of House, Officer Campus
St Francis Xavier College

Sophie O'Donnell
Classroom Teacher
St Mary MacKillop College

Callum Shaw
Manager, Career Start Unit
Department of Education, Victoria

ACEL Fellows

1981-2013

1981

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

1982

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

1983

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

1984

Phillip William Hughes TAS

1985

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

1986

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

1987

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

1988

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

1989

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

1990

Martin Donovan Brandreth WA
Francis Allan Crowther QLD

James Anthony d'Arbon NSW
Barry Herbert Elliott VIC
Reynold John Macpherson NSW
Robert Keith Maynard SA
Margaret Louise Nadebaum WA
Charles Henry Payne NT

1991

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

1992

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

1993

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

1994

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

1995

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

1996

James McDonald Cameron NT
Paul Carlin VIC
Robert Connors NSW
Janelle Eldridge NSW
Tom Grace WA
Everlyn Marie Jansen QLD
Malcolm Lee ACT
Richard Mayhew WA
Cynthia Merrill VIC

David Mossenson WA (Hon)
Philip Thurston Seino WA
Geoffrey James Spring NT (Hon)

1997

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

1998

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

1999

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

2000

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

2001

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

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



The Australian Council for Educational Leaders

**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 Merryll 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 Cocchiato SA
 John DeCourcy NSW
 Michelle Green VIC
 Bob Lingard QLD
 Stephen Hibbert Newton VIC
 Elizabeth O'Carrigan NSW
 Lee-Anne Perry QLD
 Greg Petherick SA
 Barbara Stone NSW
 Mark Turkington NSW
 Peter Turner NSW
 Allan Walker HK
 David Warner QLD
 Robyn White WA
 Pauline Zappulla VIC
 Br Kelvin Canavan fms NSW (Hon)
 Brian Croke NSW (Hon)
 Patrick Griffin VIC (Hon)
 Geoffrey Masters VIC (Hon)
 Moira Najdecki ACT (Hon)
 Richard Teese VIC (Hon)

2011

Michele Bruniges NSW
 Graham Chadwick NT
 Garry Costello SA
 Neil Dempster QLD
 Helen Brennen VIC
 Margot Foster SA

Brian Gray QLD
 John Hattie VIC
 Norman Hunter QLD
 Helen O'Brien NSW
 Peggy Saab NSW
 Helen Starr QLD
 Anthony Whelan NSW
 Peter Dawkins VIC (Hon)
 Field Rickards VIC (Hon)
 Jonathon Welch QLD (Hon)

2012

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

2013

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

ACEL Fellows

2014-2024

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 Tulley	ACT
The Asia Education Foundation	VIC (Hon)
Nicole Hanna	WA (Hon)
Abdullah Khan	WA (Hon)
Darrel LeMercier	WA (Hon)

2017

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

2018

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

2019

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

2020

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

2021

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

2022

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

2023

Debbie Dunwoody	VIC
Angela Falkenberg	SA
Stephen Gniel	VIC
Lisa Rodgers	WA

2024

Nathan Chisholm	VIC
Dr Phil Cummins	VIC
Malcolm Elliott	TAS
Sinan Kerimofski	WA



Organisational Excellence

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

Board of Directors 2024-2025

President



Liz Foster
ACEL President

Independent Directors



Mary Oski



Murat Dizdar



Adam Voigt

Branch Appointed Directors



Sandra Darley
ACT Branch President



Paul Kidson
NSW Branch President



Ranae Graham
NT Branch President



Bruce Addison
QLD Branch President



Martyn Anderson
SA Branch President



Jacqui Lawless
TAS Branch President



Annette Rome
VIC Branch President



Rachael Lehr
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

Annette Rome
(Branch Appointed Director)

Karen Fox
Education Consultant

Bhaumik Bumia
Partner, Harwicks

Shamiso Mtenje
Executive Director – Assurance, Knowledge and Executive Services Division, Dept of Education VIC

The Audit and Risk Committee (ARC) plays a key role in supporting the Board's oversight of ACEL's corporate governance. Its responsibilities include providing strategic guidance on financial management and reporting, internal controls, risk management, and the external audit process.

Operating in accordance with the ARC Charter, the Committee develops an annual work program for Board approval. It meets regularly, reviews monthly financial and risk reports, and delivers updates and recommendations at each Board meeting.

Throughout the year, the ARC has closely monitored ACEL's financial reporting processes and the effectiveness of internal control systems, policies, and risk management frameworks, ensuring compliance, accountability, and sound governance across the organisation.



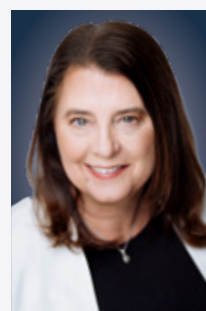
Mary Oski
Chair



Annette Rome



Bhaumik Bumia



Karen Fox



Shamiso Mtenje



The Professional Learning Committee

The Committee is tasked with supporting and advising Management and the Board on key matters related to:

- The development and delivery of professional learning programs for ACEL members and the broader teaching profession
- State and Territory-based professional learning priorities, standards, and venues
- Compliance with state-based standards and accredited training criteria
- The advancement of professional knowledge and skills across the sector

While the Professional Learning Committee is not a policy-making body, it plays an important advisory role particularly in shaping ACEL's signature professional learning events. Notably, the Committee contributes significantly to the call for papers and selection process for major conferences, helping to ensure relevance, quality, and impact.

Rachael Lehr
(Branch Appointed Director), Chair

Sue Bryen
Adam Kuss
Julie Tarzia
(Branch Executive)

Mathilda Joubert
Executive Principal, Christian College, Geelong

Kylie Lipscombe
*Associate Professor, Educational Leadership,
University of Wollongong*



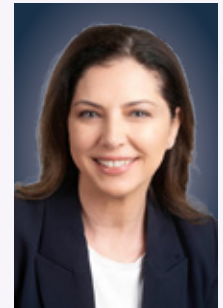
Rachael Lehr
Chair



Sue Bryen



Adam Kuss



Julie Tarzia



Mathilda Joubert



Kylie Lipscombe



The Awards Committee

The Awards Committee recently carried out a review of the ACEL national awards and developed clarifying guidelines for the nominations process and key selection criteria to support the ACEL community in delivering high-quality awards.

The annual awards program honours educational leaders who have made significant contributions to education, educational leadership, and the improvement of student learning outcomes.

Paul Kidson
(Branch Appointed Director), Chair

Sandra Darley
Martyn Anderson
Jacqui Lawless
(Branch Appointed Director)

Gary Racey
(Branch Executive)

Sue Buckley



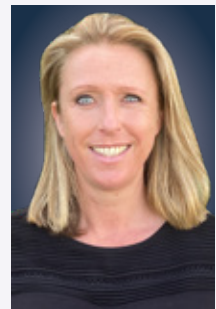
Paul Kidson
Chair



Sandra Darley



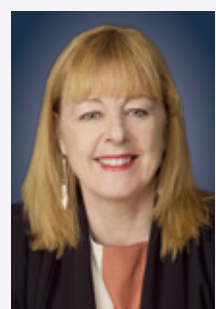
Martyn Anderson



Jacqui Lawless



Gary Racey



Sue Buckley

ACT Branch Report

As President of the ACT Branch it is a great privilege to contribute to the vision and mission of ACEL and to play a critical role in harnessing the collective wisdom of the profession, nurturing professional collaboration, and leveraging individual and collective knowledge to transform the future and the complex challenges facing educational leaders in prevailing times.

I wish to pay tribute to the distinguished leadership of two of our sector leaders and long term ACEL members who retired this year. Andrew Wrigley Executive Director of the Association of Independent Schools and Dr Tony Bracken Deputy Director of the Archdiocese of Canberra Goulburn were celebrated at the Ministers Breakfast for their outstanding and dedicated contribution to education. Congratulations and thank you Tony and Andrew.

This year we welcomed Kirrally Talbot Principal of Lyneham Primary School to the ACT Directorate and James Goodlet Principal of the Orana School to our Branch Executive which also includes Tracey Taylor, Executive Director Association of Independent Schools, Maria O'Donnell, Senior Officer Secondary Curriculum CECG, Dr Kirk Zwangobani Deputy Principal, Lake Ginninderra College and Melissa Planten Principal, Lake Ginninderra College. Nicole Jagers resigned from the Branch Executive this year and on behalf of the Branch and membership I wish to thank her for her outstanding contribution to the Branch. We are very fortunate to have each of our sectors so well represented in the ACT.

This year the Branch conducted two awards ceremonies: the 2024 Awards ceremony in March and the 2025 Awards ceremony in October.

I wish to extend my sincere thanks to the 2024 and 2025 Awards committee members Melissa Planten, Dr Kirk Zwangobani, Dr Tony Bracken, Tracey Taylor, Maria O'Donnell, Kirrally Talbot, and James Goodlet who led the nomination and selection process for our ACT Awards. We were delighted to see that there were nominations and awards attributed to colleagues leading work in Early Childhood, Primary, Secondary and at System levels.

Our 2024 ACT Awardees were celebrated at a function in March and they include:

ACT Fellowship – Patrick Ellis

Growing in Leadership – Kaitlyn Delaney and Oscar Jolly

Excellence in Educational Leadership – Sam Chrczonowicz, Piper Hain and Peter Milligan

ACEL Life Membership – Helen Halling

One of the standout ACEL events in the ACT is the annual Breakfast with the Minister held at the National Portrait Gallery. This year we had an outstanding number of attendees and on behalf of ACEL I wish to thank and pay tribute to our ACT members and their guests for their patronage of this event. The Deputy Chief Minister and Minister for Education Yvette Berry, has been a great supporter of the breakfast and each of our sectors, and over a number of years has been very generous in sharing her views about educational leadership and strategy. She gave a very poignant address which included taking questions from members and guests. On behalf of the Branch I wish to express our deep appreciation to Minister Berry for her attendance and patronage of the event.

ACEL ACT has great support from each of the leaders of our educational sectors who are regular attendees at our events, and these have included Katie Haire, Ross Fox, and Andrew Wrigley who this year have each taken a different direction in their career paths. I wish to take the opportunity to thank them sincerely for their advocacy and support for ACEL ACT. I would also like to thank the sector leaders who have joined us this year and offered their support for the work of ACEL and they include Jo Wood Director General of Education, the ACT Directorate, Pam Betts (acting) and David de Carvalho Executive Director of Catholic Education, the Archdiocese of Canberra Goulburn, Tracey Taylor Executive Director of the Association of Independent Schools and Martin Watson Executive Director of the Board of Senior Secondary Studies.

Finally, I wish to express my sincere thanks to our new President Liz Foster for her vision and energy for the success of ACEL. I would also like to offer my grateful thanks to our retiring CEO Dr Barbara Watterson for the leadership, generosity, and intellectual acuity she has brought to ACEL and for her advocacy for the richness and future of our profession. I also wish to once again express my deep appreciation for the work of the national administrative team whose accessibility, efficiency and good humour have been integral to the success of our planning for events in the ACT.



Sandra Darley
ACT Branch
President

Sandra Darley

NSW Branch Report



Paul Kidson
NSW Branch
President

Last year the NSW Branch set out on some new directions. After an extended period of review, we have pursued opportunities for collegial connection to complement professional learning offerings across the year. This has shown promise and affirms the value of ACEL NSW in what is a very crowded professional landscape.

In June we held our first breakfast book club event, inspired by colleagues in branches across the nation. We were delighted to have Dr Nick Jackson and Matt Esterman lead discussion on their recent publication, "The Next Word". As the frenetic world of AI continues to shift and reshape relentlessly, it was wonderful to have such sage and practical insights. Our professional learning committee is exploring some further collaboration in this area for our future calendar.

This was complemented by an in-person discussion in July arising from conversations amongst members from the Northern Rivers region of NSW. Martin Levins (University of New England) and Michelle Michael (NSW Department of Education Gen AI lead) led discussion on how to cut through the cacophony around AI to ensure students and their learning remain central to educational leaders' thinking and practice.

Both events showed promise as successful initiatives and have encouraged the Branch to pursue further collegial opportunities like these. Planning is also underway for some exploration in 2026 of the role and effective practice of coaching in schools. Our Professional Learning Committee has pushed further into these new ventures, led by its Chair, Sue Bryen. It's encouraging to see the results thus far.

Once again, our Branch Awards were a highlight of the year, with nearly 120 in attendance. For the second year in a row, we were grateful to the NSW Department of Education for hosting us at their Head Office, and appreciative of National Board independent director and Secretary of Education, Mr Murat Dizdar, for his generous support of the event. It was an honour to present our Dr Paul Brock Memorial Medal this year to Emerita Professor Viviane Robinson. She is a well-loved friend not only of ACEL nationally but also specifically to NSW. She has made a significant contribution to NSW education through her long association with the Aspiring Principals Leadership Program delivered through the NSW Department of Education's School Leadership Institute. She has been with the program since it commenced in 2018 and continues to provide seminars within the program that are both inspiring and practical.

The Branch Awards again showcased the richness of what sets ACEL apart: cross-sectoral, comprehensive span across early childhood right through to tertiary settings, and peer-nominated and rigorously reviewed. It is why ACEL Branch awards remain so highly valued and appreciated. The Awards are a major undertaking by the Committee and have been led with distinction by its Chair, Larissa Maraga.

The Branch has also been an important supporter for national seminars. In February, we were pleased to support the visit of Andy Hargreaves for his "Get In! Switch On" masterclass on innovation, inclusion, and engagement, followed in April by the double-billing of Lyn Sharratt and John Hattie with their "Learning to Listen and Listening to Learn" seminar. We are particularly honoured to welcome the 2025 National Conference again to Sydney.

Throughout these myriad events, we have been faithfully supported by the National Office whose efforts with our events and the national conference are incomparable. Their dedication and commitment are a credit to them as individuals, and as a team.

It is greatly encouraging to see the green shoots of this last year sprout. Planning is already underway for our next year of consolidation of these strategies, along with exploration of further opportunities for educational leaders in NSW to connect. The commitment and support of the NSW Branch Executive is emblematic of what makes ACEL such a great association. I am grateful for the support of Sue Bryen, Amanda Conray, Dr Simon Crook, Rhonda Kaidbay, Larissa Maraga, Corinna Robertson, Brenda Quayle, and Vicki Treble whose energy and dedication have made this year such a success. I want to record thanks also to Greg Whitby, a long-time member of ACEL and the Executive, who stood down during this year.

NT Branch Report

The Northern Territory branch remains committed to strengthening the knowledge, awareness, and impact of the Australian Council for Educational Leaders (ACEL) in supporting educational leadership and improving student outcomes.

In 2025, the branch has focused on sustaining an effective executive committee and acknowledges the valued support provided by the national branch in facilitating professional learning opportunities for Northern Territory educators. We extend particular thanks to CEO Dr Barb Watterston for her partnership in enabling Dr Selena Fisk to work with NT educational leaders. This collaboration enhanced capacity in data literacy, data planning, and the application of data to drive improved student outcomes.

While nominees were identified for the 2025 ACEL National NT Branch Awards, to ensure the integrity of the process and appropriate recognition of awardees, nominations have been carried over to align with a revised awards timeline in May 2026. We look forward to receiving further nominations and celebrating the achievements of NT leaders at the 2026 awards.

The NT branch appreciates the continued national support in advancing our shared mission of strengthening educational leadership and student success.



Ranae Graham
NT Branch
President

A handwritten signature in white ink, likely belonging to Ranae Graham, the NT Branch President. The signature is stylized and fluid, with a long horizontal stroke at the end.

QLD Branch Report

We are privileged to serve in a profession that entrusts us with shaping lives while sustaining us through human connection, shared purpose, and the joy of learning. In a year defined by complexity, rapid change, and opportunity, the Queensland Branch of the Australian Council for Educational Leaders has remained steadfast in its endeavour to enrich, support, and sustain our treasured profession.

Throughout 2025, ACELQ has sought to engage our educational community in ways purposeful, challenging, and deeply collegial. We have exchanged ideas, questioned assumptions, and strengthened the fabric of our profession. True to ACEL's national identity, our work has been grounded in connectedness — across roles, sectors, and regions — with leadership as our central focus. We draw courage from evidence-informed practice, insight from research, and wisdom from the lived experience of members. In uncertain times, connection, reflection, and purposeful action are not luxuries but essential nourishment.

Our National and State Awards again celebrated exemplary professional practice. Nationally, three Queensland educators were honoured: Norm Hunter OAM, co-founding Principal of Hillbrook Anglican School, received the Hedley Beare Award for Educational Writing; and Dr Stephanie MacMahon, Senior Lecturer in Education at the University of Queensland, received a National Leadership Award. Andrew Pennay, Director of Creative Futures at Brisbane Girls Grammar School, was recognised as a New Voice Scholar in School Leadership. In Queensland, our Miller-Grassie Award for Outstanding Leadership in Education was also presented to Dr Stephanie MacMahon. This year, we renamed our Inspiring Educator Award as the Frank Crowther Inspiring Educator Award, in honour of Emeritus Professor Frank Crowther AM, our outgoing ACEL National Patron and long-time advocate. These peer-based awards remain central to ACEL's identity. Sincere thanks go to our Awards Subcommittee — Lee Catterall, Tom McCormick, and Bruce Addison — for their dedication to this work.

In March, ACEL's inaugural Middle Leadership Summit was held on the Gold Coast, a successful forum of optimism and professional sharing. Two of our Queensland Executive, Tania Leach and Adam Kuss, served as joint facilitators, and their dynamic stewardship was warmly received. A highlight was the presentation by Norm Hunter OAM and Alex Mason on the Statement of Commitment to the Teaching Profession. Born of the then Queensland Executive a decade ago, its relevance remains undiminished. It is a timeless gift to the profession.

ACELQ's regional presence has been enriched by the dedication of our Toowoomba-based Executive. Particular thanks to Tom McCormick for hosting two events at Fairholme College. Our annual Dinner on the Downs once again fostered collegial fellowship and outreach, welcoming Ross McSwan as our guest. Fairholme also hosted an inspiring evening for early career teachers, filled with shared insights and professional warmth. Thanks are extended to Tom McCormick, Tania Leach, and Majda Benzenati for their facilitation, and to Leigh Hobart, Principal of Fairholme, for her generosity in opening the College's facilities.

Our Pivotal People initiative continues to inspire, with events in Brisbane and on the Gold Coast. This flagship program highlights the people and perspectives shaping our profession, particularly in middle leadership. In Brisbane, three events were hosted: in February, Susan Garson, Director of Pedagogy at Brisbane Girls Grammar School, presented Metaphors for Middle Leadership; in April, Katie Jordan led From Vision to Action: Relationships at the Core of School Change at Kelvin Grove State College; and in July, Jody Schafer, Head of Humanities at Wavell State High School, facilitated Middle Leaders as Culture Architects: Strategies for Success at Coorparoo State College.

On the Gold Coast, Meagan King, Deputy Principal at Canterbury College, addressed the "double bind" of paradoxical demands in middle leadership. Later, Gayle Pacchini from Thriving Minds Global explored Strengths-Based Leadership, enabling participants to reflect on personal strengths, lead with confidence, and empower others. The vibrancy of ACELQ lies in these gatherings — where ideas are exchanged, leadership is affirmed, and courage to lead into the future is renewed.

ACELQ has had another stellar year. My thanks go to our hardworking Executive: Adam Kuss (Vice President), Majda Benzenati, Lee Catterall, Susan Garson, Sarah Gunn, Tameika Grist, Daniel Johnson, Tania Leach, Tom McCormick, and Fiona Rouch.



Bruce Addison
QLD Branch
President

SA Branch Report

The ACEL South Australia Branch has experienced a vibrant and impactful year, characterised by strong engagement, thought-provoking events, and a growing community of educational leaders committed to advancing the mission of ACEL.

I extend my sincere thanks to our dedicated Branch members for their outstanding contributions throughout the year. Their passion, professionalism, and commitment continue to shape the future of educational leadership in South Australia.

A standout moment for our Branch was the ACEL National Conference, held in Adelaide in October 2024. We were proud to be a part of such energising gathering in our home state.

Throughout the year, ACEL SA delivered an engaging calendar of events, each contributing to sector-wide collaboration. It has been especially encouraging to see increased participation and enthusiasm across all our offerings:

- **South Australian School Equity Summit**
A powerful forum focused on addressing educational inequity. The event was marked by a strong turnout, including the presence of all three South Australian sector heads and the Minister for Education, the Hon. Blair Boyer MP.
- **Hot Topic: Dylan Wiliam Live in Adelaide**
We were thrilled to open the year with internationally renowned educator Dylan Wiliam. The evening took the form of an engaging Q&A session, offering deep insights into formative assessment and effective teaching.
- **Hot Topic: AI is revolutionising the workforce... but should it revolutionise education?**
Adrian Cotterell led a compelling discussion on the evolving role of artificial intelligence in education, sparking reflection on the future of teaching and learning.
- **SA Awards Evening 2025**
A wonderful celebration of leadership, innovation, and impact in South Australian education. We were honoured by the attendance of both the Minister and Shadow Minister for Education. The evening also featured the inaugural Alby Jones Oration, delivered by Anne Dunstan, CEO of AISSA.

We are also delighted to report that our Branch committee continues to grow, bringing fresh energy, diverse perspectives, and renewed momentum to our work.

Looking ahead, ACEL SA remains committed to fostering courageous, inclusive and future-focused leadership. We are proud to play a key role in uniting the three education sectors in South Australia and look forward to continuing this important work in the year ahead.



Martyn Anderson
SA Branch
President

A stylized, handwritten signature in white ink, appearing to read 'Martyn Anderson'.

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, networking and celebrating the profession.

Thank you to the 2024/ 2025 team for their ongoing commitment Louise Bender, Amy Sharp, Tracy Siedler, Beth Gilligan, Louise Corrigan and Brittany Roestenburg.

Towards the end of 2024, the ACEL Annual Awards were held at the University of Tasmania. The evening was one of celebration and connection. Educators from across the state were recognised for their passion, innovation, and dedication to education and to educational leadership.

The 2025 awards were held earlier than usual. There were concerns about the closeness to the previous years awards and how this would affect the nomination process. We were thrilled that the Tasmanian educational community rose to the occasion to once again celebrate great educational leaders in our community. Neil Cranston spoke with wisdom at our 2025 awards. He spoke about the need for clear purpose and great care as we move forward in a changing world and educational environment.

The 'Breakfast with the Minister' also an annual event, in 2024 with Minister Jo Palmer was a morning of positivity and warmth. We are hopeful for a similar event to be held for the 2025 year once the political uncertainty is resolved.

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 opportunities to ensure the provision of excellent professional learning, focused researched publications and the opportunity to build links and relationships between educational leaders and sectors.



Jacqui Lawless
TAS Branch
President

Jacqui Lawless

VIC Branch Report

ACEL Victoria continues to support 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 operate through the mantra of 'by the profession, for the profession' and enjoy nothing more than a deep discussion about education.

Recognition of peers is a key plank of the Victorian activities. The excellent work of the Branch Awards Committee (Hayley Dureau (Chair), Cameron Patterson, and Fiona Hutton) is gratefully acknowledged. This year, the VIC ACEL Awards event was combined with the Patron's Oration given by Dr Fiona Longmuir, who spoke of *Re-imagined educational leaders for re-imagined Australian schooling – a case for urgent transformation* at The University of Melbourne. The Patron's Oration is held annually in honour of our Patron, Professor Brian Caldwell, and in 2024 reflected on the importance of educators being able to influence directly decisions made by governments and others about schools and education.

2024 Fellowships were awarded to Michelle Dennis, Elisabeth Lenders OAM, James Merlino, Roger Page OAM and John Quay. The ACEL Victoria Debbie Locco Leadership was awarded to Rhonda Holt. The ACEL Victoria Media Award went to Dean Ashenden. The Brian Caldwell Research Award went to Zane Diamond. The Hedley Beare Educator of the Year went to Melitta Hogarth, and the President's Award went to Aunty Katrina Amon. Victoria also continued to support the Monash Education Scholarships and Awards Ceremony 2025 and the Melbourne University Faculty of Education Student Awards 2025.

Other professional learning events included the *Leader Connect Series Event - Leading in Your Ecosystem* hosted by Strathcona that featured a keynote address by Chris Munro from Growth Coaching International, followed by an entertaining panel. The panel comprised Michael Woolhouse (Head of Health and PE at McKinnon Secondary College), Damian Bernardo (Deputy Principal Learning and Teaching at Thomas Carr College), Kara Baxter (Dean of Teaching and Learning at Strathcona Girls Grammar), and Dr Charlotte Forwood (Director of Learning Design & Development at Camberwell Girls' Grammar).

The *Do you want to be a Principal?* session was extremely well attended and the contribution of Liam King (Partner, Fisher Leadership), Rob French (Principal, Kilvington Grammar), Karen Money (Regional Director, Northeastern Region DEET), and Louisa Rennie (CEO of Mercy Education), facilitated by Fiona Hutton (Managing Director, Hutton Consulting Australia), was greatly appreciated. This session explored the current leadership climate in education and the reluctance to pursue principalship roles. Developing the essential leadership qualities and skills needed to be a principal, key differences in the recruitment process within the Government, Independent, and Catholic sectors, exploration of various principalship models and their potential to fill future leadership gaps and recommended professional development and training for aspiring principals were explored.

The 2024 Research Seminar topic was a webinar *Utilising AI & Emerging Technologies to Enhance Learner Agency* and featured Pip Cleaves (Associate Principal - Global Village Learning VIC), Matt Esterman (Founder: The Next Word, NSW) and Summer Howarth (Director - The Eventful Learning Co SA) and was facilitated by Lauren Sayer (Director of VCE Examinations, VCAA and ACEL Committee Member).

In June 2025, people gathered to hear Dr Richard Owens reflect on *Leading Regenerative Learning* at Mentone Girls' Secondary College and the importance of maximising human flourishing at our schools. All events consider and reflect on the purpose, sustenance, and growth of our wonderful profession.

The Victorian Branch comprises Annette Rome (President), ably supported by Kara Baxter, Hayley Dureau, Charlotte Forwood, David Gurr, Fiona Hutton, Steven Kolber, Fiona Longmuir, Cameron Patterson, Ashley Pratt, Melissa Riley, and Lauren Sayer. The group is also wonderfully supported by Anna-Maree Beech. As a branch, we are committed to advancing the profession through providing opportunities for leadership, professional learning, networking, enlightened discourse, and recognition and awards. We warmly invite interactions with all members of our profession from ELC through to, and including, university staff across all sectors - Catholic, Government, and Independent. In a time when the voice of educators is often drowned out by others who claim deep knowledge in our space without little experience, professional association membership through ACEL enables responses underpinned by knowledge and active engagement. This is important as we work to guide those who will lead humanity in the future.



Annette Rome
VIC Branch
President

Annette C. Rome

WA Branch Report



Rachael Lehr
WA Branch
President

I am honoured to share the annual report for the Western Australian (WA) ACEL Branch for 2024 – 2025, my first in my role as WA Branch President. As a branch, we continue to strive to create opportunities for members to grow, connect, lead and reflect together, and to build on the work of our outgoing president, Mathilda Joubert, who we farewelled at the end of 2024 as she moved interstate for an Executive Principal role at Christian College Geelong. Mathilda dedicated nearly six years to the ACEL Executive Team, joining the WA branch executive in 2019 and serving as President since 2021. We farewelled Mathilda knowing she would be deeply missed here in WA due to her exceptional leadership and the fact that she is a truly remarkable human being. Her impact on the WA educational community is both lasting and profound, and she left a legacy that will endure.

Our **Branch Awards Ceremony** last November, supported by Compnow, was a highlight where the WA Minister for Education, Hon Dr Tony Buti, presented awards to 22 aspiring, emergent, and established leaders across the state, culminating in recognising Caroline Mansfield, as the ACEL WA Pre-eminent Educational Leader for 2024.

Our **Leading Innovation in Education Network** series continued, creating opportunities to showcase and nurture local leadership talent, encourage authentic conversations, and celebrate co-learning and collegiality across sectors, phases and roles. Educators from Joseph Banks Secondary College, Perth College, Catholic Education WA, Hale College, Bloom UWA, Young Entrepreneurs Academy, Schema Play, Our Lady of Grace, Fremantle College, Hammond Park Secondary College, Penhros College, and Curtin University shared insights into initiatives in their contexts through stories of managing change, highlighting both the joys and challenges of leading innovation in education

We continued with our termly **Educational Leadership Book Club**, where leaders engaged with a diverse range of leadership theories, strategies and perspectives and discussed them with like-minded colleagues from different educational leadership contexts. We spotlighted the amazing AEL journal with a focus on an article by Daniel Groenewald on *'Developing high-performing senior leadership teams in schools'*, looked at *'Leadership is Language'* by L. David Marquet, deep-dived into *'Teach Brilliantly'* by James Nottingham and unpacked *'Deep Work'* by Cal Newport.

The WA branch hosted **Hot Topic** events on a variety of topics. Joel Birch from Firebird Learning used LEGO Serious Play as our medium of conversation for reframing the way we think about innovation in education. We focused on NextGen leaders with Emma Cross, Jessica Milne, Oliver Oeij, and Phil Wass inspiring us to build relationships, get out there and take risks, lead from the heart, and don't forget to make those lists! The topic of 'Pathways to Leadership' allowed Meika Pfeiffer-Gough, Fiona McBeath and Darren A. Bryant, guided by Dr Ray Boyd, to share insights such as "you cannot lead others until you truly know yourself as a leader."

Leadership in education, in all its forms, is an act of service. As leaders, whether we are leading a school, guiding a team, mentoring a colleague, advocating for change, or inspiring a single student, we are creating ripples and shaping futures. In a world filled with noise and challenge, what we do matters more than ever. As I look back over the past year it is important to honour those who've supported these leadership journeys. As Isaac Newton allegedly said, "If I have seen further, it is by standing on the shoulders of giants." None of us do this work alone. We grow because others believe in us, challenge us, and make space for us to shine. I want to thank the WA Executive Branch members for their hard work, and dedication throughout the year as they have all worked to serve the wider educational leadership community in WA: Vince Bellini, Dr Ray Boyd, Phil Collins, Carol Daniels, Tamara Doig, Eleanor Hughes, Krystal McKnight, Kathryn Netherwood, Jette Oksis, Gary Racey and Maree Whiteley. Each of these leaders has stepped up to support me as I took on the president role, and I am immensely grateful that they have had my back.

I encourage all of you to reflect on those who have helped you see further, and do the same for others — to hold the ladder steady, to champion diverse voices, and to remind every leader that there is room for all of us to sparkle.

Finance Reports

Profit and Loss Statement

For the year ended 30th June 2025

	2025	2024
Revenue from contracts with customers	\$2,139,829	\$2,234,883
Net gain on disposal of asset held for sale	\$317,978	-
Other income	\$138,246	\$57,315
Total revenue	\$2,596,053	\$2,292,198
Expenses		
Employee benefits expense	\$915,384	\$977,053
Depreciation and amortisation expense	\$27,597	\$45,768
Conference and event expenses	\$659,304	\$690,217
Membership and development	\$154,219	\$178,705
Branch expenditure	\$65,449	\$108,042
Professional learning	\$285,184	\$278,299
Bookshop and resources	\$41,518	\$95,387
Subscriptions, printing and stationery	\$37,114	\$37,610
Marketing expenses	\$12,324	\$8,143
Other expenses 1	\$165,708	\$192,729
Finance costs	\$4,154	-
Total Expenses	\$2,367,955	\$2,611,953
Surplus (deficit) before income tax expense	\$228,098	(\$319,755)
Income tax expense	-	-
Surplus/(deficit) after income tax expense for the year	\$228,098	(\$319,755)
Other comprehensive income for the year, net of tax - -	-	-
Total comprehensive (loss)/income for the year	\$228,098	(\$319,755)

The Financial Report for FY 2024-2025, including the Auditor's report is presented to the AGM as a separate document

Balance Sheet

As at 30th June 2025

Assets	2025	2024
Current Assets		
Cash and cash equivalents	\$540,983	\$778,027
Trade and other receivables	\$37,373	\$61,092
Financial assets	\$1,869,055	-
Other assets	\$357,665	\$259,914
	\$2,805,076	\$1,099,033
Non-current assets classified as held for sale	-	\$1,589,742
Total current assets	\$2,805,076	\$2,688,775
Non Current Assets		
Property, plant and equipment	\$12,270	\$11,111
Right-of-use assets	\$128,175	-
Total non-current assets	\$140,445	\$11,111
Total Assets	\$2,945,521	\$2,699,886
Liabilities		
Current Liabilities		
Trade and other payables	\$188,605	\$186,177
Lease liabilities	\$45,872	
Employee benefits	\$87,711	\$77,302
Contract liabilities	\$370,805	\$499,740
Total current liabilities	\$692,993	\$763,219
Non Current Liabilities		
Lease liabilities	\$85,255	-
Employee benefits	\$13,744	\$11,236
Total non-current liabilities	\$98,999	\$11,236
Total Liabilities	\$791,992	\$774,455
Net Assets	\$2,153,529	\$774,455
Equity		
Retained earnings	\$2,153,529	\$1,925,431
Total Equity	\$2,153,529	\$1,925,431



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 2024-2025

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

The ACCEL 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.

Australian Council for Educational Leaders

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