

2018 Briefing the Board

*Professional Learning for Principals,
Governing Board Members and Senior Staff*



Conference Information

Any conference-related queries should be directed to:

Niki Preston - npreston@ais.wa.edu.au

8.40 am—4.30 pm

Swan Christian College

381-401 Great Northern Highway

Middle Swan



Saturday, 7 April 2018



Association of Independent Schools
of Western Australia

Return form to: Niki Preston - npreston@ais.wa.edu.au by **Thursday, 29 March**

Conference Program



- 8.15am **Registration**
- 8.40am **Welcome**
- 8.50am **Keynote Presentation**
“Corporate Governance Lessons for School Boards”
Ms Diane Smith-Gander, Non-executive Director, Wesfarmers Limited
Mr Mark Paganin, Partner, Clayton Utz
- 9.45am **WORKSHOP 1**
- 10.35am **Morning Tea**
- 11.10am **Keynote Presentation**
“State and Federal Environments as they Impact Education”
Ms Valerie Gould, Executive Director, AISWA
- 12.05pm **WORKSHOP 2**
- 1.00pm **Lunch**
- 2.05pm **Keynote Presentation**
“Schools that make Real Differences in Student Learning”
Sir John Jones, International Education Consultant, UK
- 3.00pm **WORKSHOP 3**
- 3.50pm **SUNDOWNER**
- 4.30pm **Conclusion**



Opening Address



Ms Diane Smith-Gander, Non-executive Director, Wesfarmers Ltd

Diane Smith-Gander is non-Executive director AGL Energy, Wesfarmers Limited, Chair of Safe Work Australia, Asbestos Safety & Eradication Council, a board member of Keystart Loans, CEDA, member of the NRFA Partnership Council and immediate past President of Chief Executive Women, Australia's pre-eminent women's advocacy group.

Diane has held a wide range of non-executive roles in the past including Chairman of Broadspectrum, Deputy Chairperson of NBNCo, non-executive director of the CBH Group, commissioner of Tourism WA and board member of the Committee for Perth.

Diane's last executive role was Group Executive at Westpac; a member of the leadership team of the corporation, responsible for all Information Technology, back office operations, global vendor management and property. Diane was a General Manager at Westpac for 10 years in the 1990s responsible for back office functions, retail networks and support functions.

Prior to re-joining Westpac Diane was a partner at McKinsey & Company in Washington and New Jersey serving clients in diverse industries globally. Diane became a senior advisor to McKinsey in Australia in 2016.

Diane has been active in sports administration and is a past Chairman of both Basketball Australia Limited, the sport's peak body, and the Australian Sports Drug Agency, the government agency responsible for deterring the use of performance enhancing drugs.

Diane holds an MBA from the University of Sydney and a BEc from the University of Western Australia (UWA). In 2015 she was awarded an Honorary Doctorate of Economics from UWA. She is a Fellow of the AICD and Governance Institute of Australia and an adjunct professor of corporate governance at UWA where she serves on the advisory board of the Business School.

Diane is a keen down hill skier and operates a vineyard in Margaret River.

Corporate Governance Lessons for School Boards

Opening Address



Mr Mark Paganin, Partner, Clayton Utz

Mark is a lawyer and partner of the Australian law firm, Clayton Utz of which he is the Perth office Corporate Practice Group Leader and a member of the National Board.

Mark advises Boards and Senior Management of companies on corporate governance and directors' duties. His experience includes being a member of the Australian Government's Takeovers Panel and completing an Executive Management Program at Harvard Business School.

Relevantly for schools, Mark's experience in the education sector is that he serves as the Chairman of Council of Scotch College. He was formerly a Council member of John XXIII College and, the Western Australian Chairman and on the National Board of the Financial Services Institute of Australasia (FINSIA) which delivers post-graduate educational programs in the securities industry. Mark completed Law and Commerce degrees at UWA.

Corporate Governance Lessons for School Boards



Keynote Address



Ms Valerie Gould, Executive Director, AISWA

Valerie Gould became the Executive Director of the Association of Independent Schools of WA in July 2008. She has worked for many years in the Western Australian education system with her first four years teaching Economics and Mathematics. The following seven years were spent working in New York with Ernst and Young, and being greatly involved in the introduction of microcomputer applications into business. She returned to WA in 1986 as Director of Computing at St Mary's Anglican Girls' School for seven years.

During the early 1990s she worked with the School Curriculum and Standards Authority (at the time the Secondary Education Authority) for four and a half years before joining AISWA as the Manager of Curriculum and Australian Government Targeted Programs. She has been with AISWA for more than 10 years and has worked closely with schools and other stakeholders in the areas of curriculum change, Curriculum Framework and Senior Secondary Education; and in meeting government regulations from a national and state perspective. Valerie has a Bachelor of Economics and a Diploma of Education, and is a Fellow of the Australian College of Educators and the Australian Council for Educational Leadership.

State and Federal Environments as they Impact Education



Keynote Address



Sir John Jones, Educational Speaker (UK)

Sir John is one of a small, select band of educational professionals who have not only had their achievements recognised in the New Year's Honours List (2003), but have been able to help and inspire others with their knowledge and passion. One of the most entertaining, inspiring and sought-after speakers on the global educational stage, his achievements and reputation for straight-talking, leadership and creativity have led him to be invited on to a number of panels and think- tanks.

When Headteacher of three secondary schools over a period of 17 years, he was asked to join the Government's Policy Action Team for Neighbourhood Renewal at the Social Exclusion Unit. He was also a member of the Headteachers' National Focus Group on Truancy and Exclusion and the Excellence in Cities Project at the DfES. Sir John was part of the National Remodelling Team and the Leadership and Development Unit sponsored by the National College for School Leadership.

Working part-time at the Centre for Educational Leadership at Manchester University, he presented on a range of programmes as well as designing and delivering a Master's Course at Liverpool University focused on the leadership of change. A Non-Executive Director on the board of Aintree Hospitals Trust, he was also a Governor of two schools on Merseyside.

Schools that make a Real Difference in Student Learning

'The future is not what it was. Preparing our students for a world which does not exist where change is mandatory but growth is optional. The good news is schools make the difference, the bad news is schools make the difference'

I will explore:

- the changing world and the demands it will make on the education system
- the enduring power of learning
- why teachers make the difference
- why people resist change even though it is the only option
- the need for creativity, ingenuity, agility, adaptability, sociability
- placing resilience at the core of the educational experience

Workshop One Selections

School Finances

**Sam Kronja, Director of Finance & Corporate Services,
Presbyterian Ladies' College**

The workshop will introduce the concepts, tools and thought processes behind setting budgets, longer term financial planning, monitoring and reporting financial performance.

Audience: All

Governors Accountabilities and Regulator Expectations

Therese Bamford and Gary Robinson, Registration and Compliance Consultants, AISWA

The four accountabilities and other requirements that governors are held accountable for. What information governors need to have to be accountable for the oversight of their school. The revised standards and focus areas of the regulator.

Audience: All

Trips and Traps when Employing School Staff

Ian Curlewis, Partner, Lavan

This workshop will highlight various aspects of staff employment that from time to time give rise to operating difficulties and claims. Practical examples to be discussed include probationary and qualifying periods, carer's leave, casual labour, fixed term contracts, leave without pay and long term absence from work on workers compensation benefits.

Audience: All

Standard 12 - Child Protection

**Rebecca Delaney, Coordinator of Inclusive Education,
AISWA**

Non-government schools in Western Australia are required by law to implement the requirements of Standard 12. What does this mean for schools?

Audience: Principals & Board Members

An Overview of IT Services and Support Provided to AISWA Members

Peter Crosbie, Assistant Director, AISWA

AISWA IT services assist schools develop ICT Strategic Plans, leverage competitive software and hardware pricing and offer a variety of professional learning opportunities tailored to schools' needs.

Audience: All

Marketing Your School: The Importance of Strategy

Andrew Sculthorpe, Managing Partner, imageseven

In such competitive times your school's marketing needs to work harder than ever. How can traditional tactics and the digital revolution combine to communicate your mission whilst also boosting enrolments? The answer is to develop and implement a marketing strategy that works, come and find out how.

Audience: All

Tour of Swan Trade Training Centre

Luke Norman, Head of Swan Trade Training Centre, Swan Christian College

Audience: All

Workshop Two Selections

Board Member Basics

Valerie Gould, Executive Director, AISWA

This session is for new school board members and looks at the roles and responsibilities of school boards and how each board member can work for the benefit of the school. While school Boards in the sector vary by the context of the school and its constitution, there are a number of good governance principles that apply in all contexts and these will be described and applied to the various contexts.

Audience: New Board Members

Managing Risk and Developing a Culture of Compliance in Schools

Mihael McCoy, The King's College

Audience: All

Is that a Redundancy or an Unfair Dismissal?

Michael Jensen, Senior Associate, Lavan

In these tough economic times, some schools are faced with the prospect of implementing staffing reductions. In this session Michael Jensen will discuss some recent decisions involving redundancies. He will focus on the potential risks to a school if the school is considering implementing redundancies and the steps the school can take to minimise those risks.

Audience: All

Tour of Swan Trade Training Centre

Luke Norman, Head of Swan Trade Training Centre, Swan Christian College

Audience: All

Inclusive Funding

Rebecca Delaney, Coordinator of Inclusive Education, AISWA

All students in Western Australia have an equal right to an appropriate and inclusive education. State and Commonwealth funding is provided to schools to assist students with a disability. As a school, how do we ensure this money is used effectively?

Audience: Principals & Senior Staff

Who's Supporting the Principal?

Nicola Davidson, Manager, Leadership and Quality Teaching, AISWA

This is a short workshop based on the findings of The Australian Principal Occupational Health, Safety and Wellbeing Survey. The intention of this session is to have a conversation about Principal wellbeing and what Boards can do to support Principals who are just starting out; and maintaining the wellbeing and satisfaction of long serving leaders.

Audience: Principals & Board Members

Global trends in Education and Implication for Strategic Planning

Ron Gorman, Deputy Director, AISWA

Ron will discuss current trends in education as well as some work done with Independent Schools regarding student engagement and what this means for pedagogical practices and classroom design.

Audience: All

Workshop Three Selections

The Board Agenda and Staying On Track

Valerie Gould, Executive Director, AISWA

Most Board members are volunteers and have busy lives outside of the school. Good planning and structure around Board meetings and clear agenda papers are essential. This session will look at Board meetings, their agenda, the running of effective meetings, and how the Board can work to stay focussed on governance of the school and not drift towards management.

Audience: Board Members

Resilience Strategies for Schools in a Changing World—Memories, Hopes and Conversations

Mihael McCoy, The King's College

How do organisations manage change in a positive and constructive way whilst avoiding the “mission drift”. A model for attentive conversation, critical reflection and faithful envisioning. There will be a practical component in terms of “business continuity” (the business of schools) and a proposed model to managing organisational change through “Appreciative Inquiry”.

Audience: All

Developing Teacher Capacity

Nicola Davidson, Manager School Leadership and Quality Teaching, AISWA

This workshop will provide an update of AITSL (Teacher Standards) initiatives and resources and will take a brief look at building effective induction policies and procedures for Early Career Teachers.

Audience: Principals, Senior Staff

Industrial Update

Nigel Briggs, Industrial and Workplace Relations Consultant, AISWA

Discussion of current Industrial Relations matters.

Audience: All

New Work Smarts: The Role of Curriculum in Creating Job Builders and Creators of the Future

Kris Stafford, Curriculum Coordinator , AISWA

This presentation will outline 21st century skills for future proofing Australia's workforce and investigate how curriculum can support the acquisition of these vital skills.

Audience: All

Teaching as the Magic-Weaving Business

Sir John Jones, UK

Building on the keynote and based on his best-selling book *The Magic-Weaving Business*, John will lead an exploration of what makes a great school, a brilliant teacher and a happy, successful student in the modern world. He will look at creative practice, growth mindsets, effective learning, the importance of positive student-teacher relationships and strategies that really do make a difference in a school.

Audience: All

Tour of Swan Trade Training Centre

Luke Norman, Head of Swan Trade Training Centre, Swan Christian College

Audience: All