



# 2024 annual report

**anisa**

Association of Heads of  
Independent Schools of Australia

## AHISA'S PRIMARY OBJECT

**AHISA EXISTS TO ADVANCE EDUCATION IN AUSTRALIA. THIS BEGINS WITH SUPPORT FOR OUR EDUCATIONAL LEADERS BY DELIVERING THE BEST PROFESSIONAL NETWORK, COLLEGIAL SUPPORT AND A MEMBERSHIP ENVIRONMENT THAT INSPIRES EDUCATIONAL INNOVATION.**

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## AHISA'S MISSION

**EVERYTHING WE DO CULTIVATES EXCELLENCE IN AUSTRALIA'S INDEPENDENT SCHOOL LEADERS. THIS MEANS WE SPECIALISE IN THE THINGS THAT MATTER MOST TO OUR MEMBERS:**

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Collegiality and support

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Leadership impact and growth

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Educational influence

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### COLLEGIALITY

School leadership is important work, so we have created a professional network of peers where each Head is known and valued. We support, collaborate, and celebrate with each other.

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### EXCELLENCE

Striving for excellence is in the DNA of our members, and together we work to harness and share that excellence with the profession, encouraging a culture of continuous improvement and innovation.

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### AUTONOMY

Our members have a profound responsibility to the communities they serve, to exercise their leadership with integrity and personal accountability in their pursuit of advancing education.

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### PARTNERSHIP

We are professionals who work together for the benefit of Australian students by extending our influence in government, and contribution to education and the community.



## FROM THE NATIONAL CHAIR

DR GARETH LEECHMAN

AHISA NATIONAL CHAIR 2024-2025

**2024 WAS THE FINAL YEAR OF AHISA'S CURRENT STRATEGIC PLAN, AND WE CELEBRATE THE ACHIEVEMENTS OF THE LAST FIVE YEARS, WITH A FOCUS ON STRENGTHENING LEADERSHIP SUPPORT, PROFESSIONAL DEVELOPMENT, AND ADVOCACY FOR INDEPENDENT SCHOOL LEADERS ACROSS AUSTRALIA.**

A key achievement was the establishment of the Advisor Program, which connected experienced Heads, including many Former Members, with newly appointed Heads to provide mentorship and guidance. AHISA also provided funding to establish the AHISA Professional Fellows, who coordinate the Advisor Program and the branch-based Aspirant Programs, ensuring emerging leaders have access to valuable learning opportunities.

Another milestone was the launch of the Reconnect Conference, designed for Heads in their third or fourth year of leadership, offering a unique space to reflect on career progression and leadership challenges. AHISA also strengthened governance relationships between School Board Chairs and Heads with the introduction of the Board Business newsletter. Over the past five years, advocacy has remained a strong focus, ensuring independent schools have a voice in national education policy discussions and wider policies that affect our schools, such as social media and online age verification.

The development of AHISA's Strategy beyond 2024 was a significant focus of Board attention in 2024. A series of strategic papers considered by the Board identified key emerging issues for independent school leadership. These discussions culminated in the adoption of AHISA 2025-2027 Leading Independent Schools: Now and Tomorrow.

The AHISA Board re-affirmed the organic growth of AHISA's membership which touched 500 general members in 2024. In tandem, the Board witnessed the continued growth of its Aspirant membership and vitality of Aspirant programs conducted both at National and Branch level, ably guided and supported by AHISA's team of Professional Fellows.

April's Leading Learning and Caring Conference held in Sydney in April was brilliantly supported by members and senior school leaders. The Conference attracted a strong audience and a vibrant host of presenters for keynotes, workshops and 'Ignite' sessions. One highlight of the conference was a keynote by distinguished Professor Yong Zhou who made time for us in his demanding international schedule.

In terms of the national education landscape the AHISA Board attended closely to the development and passage of the Better Fairer Schools Agreement with its focus on equity and wellbeing and the funding of all schools to their SRS entitlement.

Assuming the role of Chair in May 2024 I would like to thank and acknowledge the Rev. Chris Ivey for his deft leadership of the AHISA Board over the last four years, and for his long service as Board member prior to becoming Chair.

I would also like to acknowledge all the schools who generously hosted numerous Branch and Aspirant activities and the Executives of our State Branches for leading and organising the many events where colleagues came together in a spirit of professional wellbeing and concern.

**LAST MAY I THANK THE NATIONAL BOARD OF AHISA FOR THEIR COMMITMENT, TIME AND THE EXPERTISE THEY BRING TO THE GOOD GOVERNANCE OF AHISA.**

## OUR NATIONAL BOARD - AHISA BOARD MEMBERS 2024

### NATIONAL CHAIR

Dr Gareth Leechman  
Arndell Anglican College, NSW  
Commenced 16/5/2024

Rev Chris Ivey  
St Andrew's Anglican College, QLD  
Resigned 16/5/2024

### NATIONAL BOARD DIRECTORS

Mr Craig Bassingthwaighte  
Somerset College, QLD  
Resigned 16/5/2024

Mr Steve Byrne  
Cardijn College, SA

Mrs Rebecca Clarke  
Methodist Ladies' College, WA  
Commenced 16/5/2024

Mrs Josie Crisara OAM  
Aitken College, VIC  
Commenced 16/5/2024

Ms Roslyn Curtis AM  
St Margaret's Anglican Girls' School, QLD

Ms Jane Danvers  
Kambala, NSW  
Commenced 21/6/2024

Ms Anne Ford  
John Wollaston Anglican Community School, WA  
Resigned 16/5/2024

Mr Adam Heath  
Ballarat Grammar, VIC

Dr Paul Hicks  
Camberwell Grammar School, VIC  
Resigned 16/5/2024

Mrs Megan Krimmer  
Abbotsleigh, NSW  
Resigned 16/5/2024



Dr Gareth Leechman  
Arndell Anglican College, NSW

Mrs Natasha Mackinnon  
Leighland Christian School, TAS

Dr Rob McEwan (Treasurer)  
Hutchins School, TAS  
Resigned 16/5/2024

Mr Anthony Micallef  
Brisbane Grammar School, QLD  
Commenced 16/5/2024

Dr David Nockles  
Macarthur Anglican School, NSW  
Commenced 16/5/2024

Dr Alec O'Connell  
Scotch College, WA

Mr Ross Patterson  
Scotch Oakburn College, TAS  
Commenced 18/6/2024

Dr Helen Riekie  
Cabra Dominican College, SA

### FINANCE, AUDIT AND INVESTMENT COMMITTEE

Dr Rob McEwan (Treasurer)  
Resigned 16/5/2024

Dr Paul Hicks  
Resigned 16/5/2024

Rev Chris Ivey  
Resigned 16/5/2024

Dr David Nockles (Treasurer)  
Commenced 16/5/2024

Mr Adam Heath  
Commenced 16/5/2024

Ms Roslyn Curtis AM  
Commenced 16/5/2024

Dr Gareth Leechman  
Commenced 16/5/2024

### GOVERNANCE AND RISK COMMITTEE

Mr Craig Bassingthwaighte (Chair)  
Resigned 16/5/2024

Ms Anne Ford  
Resigned 16/5/2024

Rev Chris Ivey  
Resigned 16/5/2024

Mrs Josie Crisara OAM (Chair)  
Commenced 16/5/2024

Dr Gareth Leechman

Dr Helen Riekie  
Commenced 16/5/2024

Ms Rebecca Clarke  
Commenced 16/5/2024

Mr Anthony Micallef  
Commenced 16/5/2024

## AHISA BRANCH EXECUTIVE MEMBERS

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### NEW SOUTH WALES/ACT

Dr David Nockles (Chair)  
*Macarthur Anglican School*

Ms Jane Danvers (Deputy Chair)  
*Kambala*

Mr Alan Dawson (Treasurer)  
*Richard Johnson Anglican School*

Ms Neva Vromans  
(Executive Assistant)

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### QUEENSLAND

Mr Anthony Micallef (Chair)  
*Brisbane Grammar School*

Ms Toni Riordan (Secretary/Treasurer)  
*St Aidan's Anglican Girls' School*

Ms Roslyn Curtis AM  
(Branch Representative Director)  
*St Margaret's Anglican Girls' School*

Ms Lisa Beeney (Executive Assistant)

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### SOUTH AUSTRALIA/ NORTHERN TERRITORY

Mr Steve Byrne (Chair)  
*Cardijn College*

Dr Helen Riekie (Secretary/Treasurer)  
*Cabra Dominican College*

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### TASMANIA

Mrs Natasha Mackinnon (Chair)  
*Leighland Christian School*

Mr Ross Patterson (Secretary)  
*Scotch Oakburn College*

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### VICTORIA

Mr Adam Heath (Chair)  
*Ballarat Grammar*

Mrs Josie Crisara OAM (Deputy Chair)  
*Aitken College*

Ms Leonie Kirk (Professional Officer)

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### WESTERN AUSTRALIA

Ms Rebecca Clarke (Chair)  
*Methodist Ladies' College*

Ms Melissa Powell (Secretary)  
*Swan Valley Anglican Community School*

Ms Pat Rodrigues (Treasurer)  
*Court Grammar School*

Dr Alec O'Connell  
(Branch Representative Director)  
*Scotch College*

## AHISA REFERENCE GROUPS

### INDEPENDENCE

AHISA's journal, *Independence*, is issued twice a year. It is distributed in hard copy format to members; a digital version of each issue is published online and a digital archive maintained in the public domain for the benefit of the wider education sector.

Dr Annette Rome (Chair)  
*St Margaret's Berwick Grammar, VIC*

Dean Dell'Oro  
*Hale School, WA*

Michael Parker  
*Newington, NSW*

Marise McConaghy  
*Queenwood, NSW*

Tim Argall  
*Donvale, VIC*

Elizabeth McDougall  
*Sacred Heart College, TAS*

### SOCIAL ISSUES REFERENCE GROUP

The Social Issues Reference Group examines student health and wellbeing issues, with the aim of identifying information and resources for AHISA members.

Cate Begbie  
*Presbyterian Ladies' College, WA*

Kalea Haran  
*Penrhos College, WA*

Lourdes Mejia  
*Montgrove College, NSW*

Peter Foster  
*Mancel College, QLD*

Anita Zocchi  
*University Senior College, SA*

Shannon Warren  
*Woodcroft College, SA*

Adrian Farrer  
*Trinity Grammar School, VIC*

Jenny Williams  
*Firbank Grammar School, VIC*

### HONORARY MEMBERS

Dr Amanda Bell AM  
Mrs Robyn Bell  
Ms Beth Blackwood AM  
Mr Sholto Bowen OAM  
Mrs Bobby Court  
Mr Warwick Dean  
Dr Gordon Donaldson AM  
Mr Simon Gipson OAM  
Fr Chris Gleeson SJ  
Mr Robert Grant AM  
Mrs Carolyn Grantskalns  
Dr Judith Hancock AM  
Ms Megan Hansen  
Dr Tim Hawkes OAM  
Ms Noelene Horton AM  
Dr Rod Kefford AM  
Mr Malcolm Lamb AM  
Ms Dawn Lang  
Ms Elisabeth Lenders OAM  
Dr Peter Lennox  
Mr David Loader OAM  
Mr Neville Lyngcoln  
Ms Kathleen McCredie AM  
Mrs Kathryn McGuigan  
Mr Glen McKeeman  
Dr David Mulford  
Mr Simon Murray OAM  
Bishop Greg O'Kelly SJ AM  
Dr Ian Paterson AM  
Mr Mark Porter  
Mrs Jann Robinson OAM  
Mr Geoff Ryan AM  
Dr Heather Schnagl AM  
Dr Ruth Shatford AM  
Mr Tony Sheumack  
Mrs Karen Spiller OAM  
Mrs Barbara Stone AM  
Mr Bill Toppin  
Mr Rick Tudor OAM  
Mr Michael Urwin  
Rev Chris Welsh  
Mrs Margaret White

AHISA members were saddened by the death of Honorary Member Miss Joan Montgomery AM OBE, former Principal of Clyde School and Presbyterian Ladies' College, Burwood, in February 2024.

## AHISA MEMBERSHIP NUMBERS

GENERAL MEMBERS	492
INTERIM MEMBERS	7
OVERSEAS MEMBERS	12
TOTAL	511

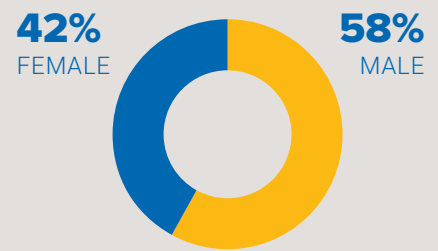
## AHISA MEMBERS' SCHOOLS

137	BOARDING SCHOOLS	27%
323	SCHOOLS WITH AN ELC	63%
351	CO-EDUCATIONAL	69%
56	SINGLE-SEX BOYS SCHOOL	11%
99	SINGLE-SEX GIRLS SCHOOL	19%
5	PARALLEL SINGLE-SEX CAMPUS	1%

## AHISA BRANCH NUMBERS

NSW/ACT	153
QLD	103
SA/NT	55
TAS	22
VIC	122
WA	44
OVERSEAS	12

## AHISA MEMBER GENDER BREAKDOWN



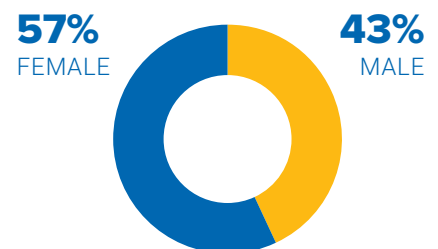
FEMALES	213
MALES	298

## ASPIRANT MEMBERSHIP NUMBERS

TOTAL ASPIRANT MEMBERS 292

42	NSW / ACT	14%
89	QLD	30%
46	SA / NT	16%
3	TAS	1%
64	VIC	22%
48	WA	16%

## ASPIRANT MEMBER GENDER BREAKDOWN



FEMALES	165
MALES	127



## STRATEGIC PRIORITY ONE

# 1

### LEADERSHIP IMPACT AND GROWTH

AHISA FOSTERS LEADERSHIP GROWTH BY PROVIDING A BROAD PLATFORM FOR PROFESSIONAL EXCHANGE, ENABLING MEMBERS TO ENGAGE IN MEANINGFUL DIALOGUE, SHARE EXPERTISE, AND DRIVE INNOVATION IN EDUCATIONAL LEADERSHIP.

At **Branch meetings** and other events, members have the opportunity to share their wisdom and expertise and form supportive professional friendships.

Our national **Leading, Learning and Caring Conference** was held at the Sydney International Convention Centre in April 2024. Attracting over 400 participants, including Heads and other school leaders, the program explored the theme 'Vision in Volatility', offering rich professional learning experiences and valuable networking opportunities.

“ The 2024 Learning, Leading and Caring Conference was outstanding. It was a fabulous moment to pause and share knowledge and expertise with colleagues, and to reflect on the significant role our profession plays in the development of society. It was a privilege to attend. **LLCC ATTENDEE** ”

“ This was a great conference for someone with aspirations for senior executive leadership in schools. There was good exposure to experts in the field and great opportunities to make connections with senior school and executive leaders across Australian independent schools. ”

**ASPIRANT MEMBER**

Collegial exchange is also fostered virtually via AHISA's main digital network, **HeadNet**, which enables members to seek in-time support from Heads nationally or within their own state or territory. In 2024, over 200 requests for information or assistance were sent, covering a broad range of issues, including questions about general school policies and procedures, consultant or provider recommendations, and organisational structures and governance.

AHISA's journal, **Independence**, is also an important vehicle through which members record and share leading practice in their schools. AHISA also ran the **Heads Remuneration Survey** which provides benchmarking data for remuneration packages for heads across participating schools.

A highly valued aspect of AHISA's work is the targeted support available to members who are new to principalship or new to the independent sector. The **AHISA New Members' Conference**, held in Canberra in May of each year, provides an intimate and powerful forum for new Heads to meet and discuss the challenges they face, and learn from the experienced Heads who serve on AHISA's Board and from experts in employment law, governance and communications. For many new members, the Conference is where valuable, long-term professional friendships are formed.

“ The AHISA New Members' Conference enabled rich connection and reflection opportunities with other new Principals/Heads, that I have already leveraged shortly after attending the event. Hearing from experienced Principals/Heads has helped me return to school asking better questions and prompting more fruitful discussion at leadership and governance levels. ”

**PRINCIPAL WA**

The **Reconnect Conference** is open to Heads in their third or fourth year of headship, as school leaders encounter new challenges and opportunities that require ongoing support and development. This conference provides a forum for Heads to reflect on their leadership journey, share insights and lessons learned, and reconnect with their peers, as well as offering practical strategies and tools for advancing leadership effectiveness, managing change, and sustaining personal resilience in the face of evolving demands.

Three **Chairs, Boards and Heads Breakfast Forums** were held in WA, Tas and SA with guest speaker Ben Tallboys and a local panel of Heads and Board Chairs speaking about the theme: 'Managing culture concerns in the school community'.

“ The AHISA forums are always incredibly useful, as well as being a great opportunity to meet with and discuss topics of importance with other Board members. ”

**BOARD MEMBER SA**

## STRATEGIC PRIORITY 1 LEADERSHIP IMPACT AND GROWTH (CONT)

A new event in 2024 was a series of workshops called **The Gallery of the Boardroom**, which was delivered by AHISA in partnership with Dr Amanda Bell AM, an advisor for Future Leadership. The three workshops held in Vic, QLD and NSW were aimed at exploring the complexities of school board dynamics.

In 2024, state-based **AHISA Professional Fellows** (formerly Advisor and Aspirant Coordinators) delivered AHISA's **Advisor Program**, which pairs new Heads to a current or former AHISA member. In this way, new Heads can benefit from the wisdom, experience and insight of seasoned school leaders. Across Australia, eight new Heads were part of the Advisor program in 2024.

In the past year, the AHISA Professional Fellows were also trained to deliver AHISA's appraisal tool: **The School Leadership Survey (SLS360)**. Variations of the survey are available to review senior or middle leaders as well as non-teaching staff, and the summary report offers benchmarking against peers within the independent sector, mapped against the AITSL standards of professional leadership. In 2024, 67 people were profiled using the SLS360.

The Aspirant Membership program continues to grow, with 292 Aspirant Members across Australia in 2024. A monthly **Aspirant newsletter** is distributed to Aspirants, focusing on a leadership topic to equip and inspire thinking.

The **branch support program for Aspirant Members** operated in QLD, VIC, SA and WA in 2024, providing aspiring school leaders with access to expert insights, practical tools, and peer networking opportunities aimed at enhancing their leadership capabilities and preparing them for future roles. By increasing connectivity and engagement among Aspirants within their branch communities, AHISA seeks to foster a culture of continuous learning, collaboration, and support that empowers emerging leaders to thrive in their careers.

An **Aspirant Governance Masterclass** ran throughout 2024, facilitated by Elizabeth Jameson from Board Matters. With workshops and group work aimed at equipping aspiring leaders in areas such as financial management, not-for-profit standards, legal frameworks and board dynamics, the masterclass participants were equipped for future governance challenges.

“ An outstanding masterclass, that provides wonderful insight into the complex demands of governance, finance, and strategic planning that Principals will be faced with. Expertly facilitated too.

**ASPIRANT MEMBER VIC**

By implementing these initiatives and programs, AHISA aims to empower school leaders at every stage of their professional journey, from aspiring principals to seasoned veterans, by providing tailored professional learning and support services that amplify their leadership impact and contribute to their long-term success and fulfillment in their roles.



## STRATEGIC PRIORITY TWO

# 2

### COLLEGIALITY AND SUPPORT

COLLEGIALITY IS A CORE BUILDING BLOCK IN AHISA'S STRATEGY, RECOGNISING THAT RELATIONSHIP BUILDING, NETWORKING AND PERSONAL CONNECTION ARE VITAL TO OUR MEMBERS.

Regular **Branch meetings** include opportunities to network, hear from guest speakers, the AHISA National Chair and CEO. Members can exchange ideas, share best practices, and collaborate on common challenges. By actively involving members in Branch activities and decision-making processes, AHISA aims to create a vibrant and inclusive community that supports professional growth and development.

The national events run by AHISA are an important opportunity for members to be inspired, to learn, and to build peer relationships. To be able to associate with and learn with others who are growing in the role is perhaps the greatest benefit of membership to AHISA. The **Leading, Learning and Caring Conference**, **New Members' Conference** and **Reconnect Conference** were highlights of the 2024 calendar.

Acknowledging the importance of the Board, Board Chair and Head relationships, the **Board Business newsletter** is sent to Heads and Board Chairs three times a year, providing articles and resources aimed at equipping boards for their governance role and providing context and insight to ensure a strong and sustainable working relationship.

Collaboration with Independent Schools Australia (ISA) and the state ISAs included partnership with ISV to deliver a governance workshop for Aspiring leaders, participating in an AISSA panel on Principal appointment, as well as attending the AISNSW Governance Symposium. The CEO also attended the Independent Primary School Heads of Australia (IPSHA) Biennial Conference.

AHISA also maintains a strong relationship with Independent Schools New Zealand (ISNZ), in recognition of our joint members. The National Chair and CEO also attended the ISNZ conference, and hosted ISNZ members at **AHISA's New Members' Conference**.

AHISA also strengthened its relationships with the Headmasters' and Headmistresses' Conference (HMC) of the UK by hosting the General Secretary, Dr Simon Hyde, in the National Office and also at the NSW/ACT Branch Meeting. The CEO and National Chair also attended the HMC conference in October.

AHISA has continued its commitment as a Research Partner for the Australian Principals Health and Wellbeing survey, which provides annual data and reporting on wellbeing measures for principals and school leaders, highlighting areas of challenge and strength in the profession.

Overall, AHISA remains committed to building strong relationships, networks, and partnerships that enhance personal connection and leadership effectiveness, both within the organisation and across the broader education community. Through collaborative efforts and shared commitment to excellence, AHISA aims to empower its members to lead with confidence and make a positive impact on the lives of students, educators, and communities nationwide.



## STRATEGIC PRIORITY THREE

# 3

### EDUCATIONAL INFLUENCE

**AHISA'S ADVOCACY EFFORT IS ON BEHALF OF MEMBERS AND THEIR SCHOOL COMMUNITIES IN BOTH THE POLITICAL AND PUBLIC DOMAINS, THROUGH SUBMISSIONS TO GOVERNMENT, CONSULTATIONS WITH POLITICIANS AND THEIR ADVISERS, AND ENGAGEMENT WITH THE MEDIA.**

In 2024, a National Principals Reference Group was established, comprising heads of national peak bodies from all sectors and the Federal Education Minister. The first meeting was attended by former National Chair, Rev Chris Ivey, and the second by CEO Dr Chris Duncan. The items on the policy agenda include principal health and wellbeing, including a professional supervision model which would provide principals with confidential support.

The CEO is also involved with quarterly Department of Education Principal Meetings, receiving information on the Better, Fairer Schools Agreement and other programs.

Consultation with the Australian Curriculum, Assessment and Reporting Authority (ACARA) and the Australian Institute for Teaching and School Leadership (AITSL) is maintained through participation in teleconferences and stakeholder briefings.

The CEO continued his association with Global Alliance for Values in Education (GAVE), a group of 25 international scholars, institutions and policy makers interested in values-based education, led by Emeritus Professor Terry Lovat. In late 2024, this culminated in the launch of the *Second International Research Handbook on Values Education and Student Wellbeing (2024)*.

The CEO also presented to a delegation of visiting Korean principals on 'value-embedded learning' and published a co-authored paper entitled 'Beyond the theoretical and pedagogical constraints of cognitive load theory, and towards a new cognitive philosophy in education'.

### SUBMISSIONS

Through consultation, collaboration and connection, AHISA seeks not only to amplify the voice of its members but add a further dimension to their contribution to Australian school education.

AHISA was a co-signatory on the position statement developed by Children & Media Australia on the public consultation paper: **Modernising Australia's Classification Scheme – Stage 2 Reforms**.

AHISA responded to the **Productivity Commission's Draft Report *Future Foundations for Giving***, expressing reservations about excluding school building funds from eligibility for Deductible Gift Recipient (DGR) status. This was argued on the grounds that removing DGR status will lead to greater demands for government to provide more direct capital support to schools facing enrolment pressures and that this shift would also likely inflate school fees.

AHISA's submission to the **Joint Select Committee on Social Media and Australian Society inquiry into the influence and impacts of social media on Australian society** explored the roles of government, social media companies, parents and schools in addressing the impacts of social media on children and young people.

## AHISA EVENTS 2024

**CONFERENCES AND EVENTS ARE AN IMPORTANT WAY IN WHICH AHISA DELIVERS OPPORTUNITIES FOR PROFESSIONAL LEARNING AND COLLEGIAL EXCHANGE FOR MEMBERS, FOR THEIR SENIOR STAFF AND SCHOOL BOARD MEMBERS.**

### NEW MEMBERS' CONFERENCE

**THURSDAY 16 TO SATURDAY  
18 MAY 2024, CANBERRA**

The AHISA New Members' Conference is a weekend conference held in Canberra each year. The purpose of the weekend is to establish an immediate network for our newer members while providing an introduction to our association and an overview of areas crucial to the headship role. The conference also builds the relationship and information exchange between AHISA's board members and new members. Board members present their reflections and experience on a range of topics, and selected experts are also invited to present on key areas of leadership and school business including media management, legal matters and contractual arrangements.

*22 Delegates, 21 Board Members/  
National Office Staff/Consultants,  
7 Invited Guests & Speakers, 5  
Corporate Sponsors*

### RECONNECT CONFERENCE

**FRIDAY 18 TO SATURDAY 19  
OCTOBER 2024, CANBERRA**

Reconnect Conferences are designed to assist newer members in the next part of their principalship journey by spending a day envisioning the next few years with each other and AHISA Board members. Along with the information and insights gained from peers, members have the opportunity to reflect on the personal and professional challenges of the first few years of school leadership, and source the inspiration and energy to lead their school moving forward.

*8 Delegates, 16 Board Members/  
National Office Staff, 2 Speakers, 1  
Corporate Sponsor*

### CHAIRS, BOARDS AND HEADS FORUM

Our Chairs, Boards and Heads Forums with the theme; **Managing 'culture' concerns in the school community** was successfully rolled out in the middle part of 2024, with valuable input from key presenter Ben Tallboys (Principal, Russell Kennedy Lawyers) and our state branch panel members.

**PERTH** Methodist Ladies' College  
Thursday 20 June 2024  
*41 Attendees*

**ADELAIDE** U City Function Centre  
Friday 21 June 2024  
*44 Attendees*

**HOBART** Hotel Grand Chancellor Hobart  
Friday 28 June 2024  
*39 Attendees*

### GALLERY OF THE BOARDROOM

The Gallery of the Boardroom Colloquia was a new event series co-developed by AHISA CEO Dr Chris Duncan and Dr Amanda Bell AM from Future Leadership.

**The Gallery of the Boardroom: an un-mastered governance colloquium for Heads** was designed to provide attendees with an innovative approach to understanding and influencing in the dynamics of boards and a timely, creative departure from the mechanics of school governance.

**SYDNEY** Chau Chak Wing Museum  
Friday 9 August 2024  
*15 Attendees*

**MELBOURNE** ACMI Fed Square  
Thursday 12 September 2024  
*16 Attendees*

**BRISBANE** Brisbane Powerhouse  
Wednesday 23 October 2024  
*22 Attendees*

### ASPIRANT GOVERNANCE 101 MASTERCLASS

Open to all AHISA Aspirant members, the Governance 101 Masterclass series comprised of two face-to-face full-day sessions and two online tutorials. Six modules were presented by Elizabeth Jameson from Board Matters, along with guest speakers, on topics such as board dynamics, governance models and financial skills.

## LEADING, LEARNING & CARING CONFERENCE

MONDAY 8 TO WEDNESDAY 10 APRIL 2024,  
INTERNATIONAL CONVENTION CENTRE, SYDNEY NSW.

### THEME

#### Vision in Volatility

### HIGHLIGHTS

- School Visit Programs to local schools and the University of Technology, Sydney
- Four concurrent sessions were held during the conference, with 36 presenters offering a total of 22 workshops
- 28 presenters took part in the Ignite Sessions where delegates heard from between 3-5 speakers over an hour
- Peer Group sessions linked delegates with similar roles and provided an opportunity to network and discuss shared challenges
- The Welcome Reception and Happy Hour provided delegates with a chance to mingle and visit the conference exhibitors

402 total registrations

Delegate breakdown:  
288 Delegates, 7 Staff, 4 Keynote Speakers, 2 External Presenters, 10 Corporate Sponsors, 91 Exhibitor Representatives

AHISA Delegates by branch:  
94 NSW/ACT, 83 QLD, 27 SA/NT, 5 TAS, 68 VIC, 9 WA, 2 Overseas

### KEYNOTE PRESENTERS

#### Mass personalisation and entrepreneurial thinking: education in the age of smart machines

Dr Yong Zhao, Ph.D

#### Thriving in a VUCA world: equipping young people to navigate and shape the future

Dr Phil Lambert

#### Leading, learning... and caring about generative AI

A/Prof Lucinda McKnight

#### Everyday clutch

Dan Haesler

#### Plenary Panel: The Journey to Headship

**Facilitated by:** Mat Irving and Luke Callier, EdLeaders Australia

**Featuring:** Frances Booth, Korowa Anglican Girls' School, VIC, Geoff McLay, West Moreton Anglican College, QLD, Felicity Grima, Penrith Anglican College, NSW

### CONFERENCE COMMITTEE

**Ms Karen Yager** (Conference Chair), Principal, Hills Grammar, NSW

**Ms Kate Brown**, Head of Junior School, Pymble Ladies' College, NSW

**Mr Leighton Corr**, Deputy Principal, Penrith Anglican College, NSW

**Mr Ian Finn**, Director of Professional Learning, Arndell Anglican College, NSW

**Ms Felicity Grima**, Principal, Penrith Anglican College, NSW

**Rev. Chris Ivey**, Principal, St Andrew's Anglican College, Qld

**Mr Jake Plaskett**, Director of Academic Excellence K-12, Pymble Ladies' College, NSW

**Ms Melanie Spenser**, Deputy Principal, Burgmann Anglican School, NSW



## AHISA PUBLICATIONS 2024

AHISA'S PUBLISHING EFFORT SUPPORTS COLLEGIAL CONTRIBUTION AND EXCHANGE AMONG MEMBERS AND IS AN IMPORTANT WAY MEMBERS CONTRIBUTE COLLECTIVELY TO THE WIDER EDUCATION SECTOR. SUBMISSIONS AIM TO INFORM POLICY MAKERS AND CONTRIBUTE TO PUBLIC DEBATE ON EDUCATION ISSUES.

AHISA's flagship publication, **Independence**, published twice a year, is distributed in hard copy format to members and subscribers and is also published digitally in the public domain. The journal is a platform for Heads and their staff members to share practice and discuss topical issues in independent school education. It is also a major vehicle for AHISA members' contribution to supporting excellence in school leadership in Australasia and beyond.

The **AHISA Board Bulletin** is published three times a year in digital format. It serves to report to members and former members on decisions taken by AHISA's Board, membership movements, and Branch activities.



### INDEPENDENCE VOL 49 NO 1 MAY 2024

- Keeping our children and young people safe
- Identity, knowledge and practice in an Australian independent school
- Technology's impact on learning
- Twelve ways to care for an incoming head of school
- Executive assistants as leaders of school culture
- Achievable mental health objectives for schools
- Equity and inclusivity in the school setting: the role of special schools



### INDEPENDENCE VOL 49 NO 2 OCTOBER 2024

- From hip cafes to hip replacement
- Rethinking wellbeing and the 'total' school
- The death of ATAR is upon us
- The truth about entrepreneurship
- The only experts in teaching are the teachers themselves
- Integrating service and community

The digital **CEO's e-Bulletin** is a fortnightly compendium of issues of interest to members and is also used to circulate research, leadership and educational articles, and other advisory material.

**Board Business** is a newsletter produced three times per year, focusing on areas of school governance and leadership. It is distributed to school heads and board chairs via email.

A monthly **Aspirant Newsletter** addresses leadership and education issues relevant to senior school leaders and includes an article and reflection questions. The newsletter is also sent to heads who have opted in to receive Aspirant communication.

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#### AHISA SUBMISSIONS 2024

- Response to Future foundations for giving: Draft Report  
– 5 February 2024
- Inquiry into the influence and impact of social media on Australian society  
– 28 June 2024

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#### AHISA MEDIA RELEASES 2024

- AHISA welcomes Dr Gareth Leechman as its new National Chair  
– 31 May 2024



## AHISA STAFF

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