



AHISA Annual Report
OCTOBER 2019 - DECEMBER 2022

2019-2022

AHISA's Primary Object

To optimise the opportunities for the education and welfare of Australia's young people through the maintenance of collegiality and high standards of professional practice and conduct amongst its members.

AHISA's Mission

AHISA achieves its purpose, cultivating excellence and sustainability in independent school leadership by:

Amplifying leadership impact across the journey from aspirant to sage through tailored professional learning and support services

Building relationships, networks and partnerships that enhance personal connection and leadership effectiveness

Influencing and advocating in education policy, leadership, and practice

AHISA's Values

Collegiality

Building and sustaining strong personal connections so that every member is known, valued and supported.

Excellence

Striving for the best in every facet of leadership; creating and sustaining a culture of contribution to our profession that is aspirational, fostering quality and new ideas.

Autonomy

Proactively exercising freedom, expertise and personal accountability to lead and inspire learning, the profession and community building.

Partnership

Working collaboratively to inform, influence and contribute.

AHISA's Value Proposition

Educational leaders who make a difference.



Contribution to all children nationally

National voice

Shaping policy

Advocacy and representation

ASL Professional standards and ethics

Learning and development conferences

Access to collective IP

Leadership capacity building and appraisal

Collegiality

Trust

Confidentiality

Networks, access and connections

Issues management and support

Personal advisory service

Personal wellbeing

Remuneration

Protection - contractual advice

Message from the National Chair

OCTOBER 2019 - DECEMBER 2022
AHISA ANNUAL REPORT



Capturing 'the COVID years' into one report is a significant undertaking. Even through the challenges of these years, it helps to remember our core responsibilities as leaders in independent education and as members of AHISA. Firstly, to support new members and to encourage our aspirants. Secondly, to continue to advocate for those aspects of independent education that are important to us. Thirdly, to manage our professional learning journey whatever stage of our career and, fourthly, to support each other through our local AHISA Branches.

Collegiality Beyond the Headship

Collegiality is a cornerstone of AHISA's ethos. The understanding that "No one can understand the challenges you face as Head of an independent school as well as another Head" is a recurring theme. It's this empathetic understanding that enabled AHISA members to support each other during the universal challenge of the COVID-19 pandemic.

What's remarkable is that this collegial spirit extends beyond the role of Heads. It reaches out to Chairs of Boards and members of executive teams. It's a testament to the fact that AHISA's support for excellence in school leadership starts at the top but certainly doesn't end there. AHISA members deeply care about the quality of leadership in schools and the quality of education. The pandemic has demonstrated the profession's capacity to help leaders lead and educators educate through extreme challenges.

The support has been both personal and professional. Branch Executives have gone the extra mile to connect members with one another. AHISA's National Office has facilitated information and resource sharing among members. The pandemic has taught us that while face-to-face meetings are valuable, virtual meetings can successfully complement them, especially in overcoming the challenges of distance and time.

Adapting to New Realities

The COVID-19 pandemic has undoubtedly left its mark on education. The "new normal" for education post-pandemic is uncertain, but it's clear that the quality of leadership will continue to matter deeply to our communities.

Additionally, the pandemic has highlighted the importance of addressing mental health and social wellbeing challenges faced by students. AHISA acknowledges the need for collegial action in finding solutions. As a response, the Board has renewed the AHISA Social Issues Reference Group, recognizing that new challenges have emerged, driven by rapid social change, climate change, and political upheaval.

The financial and social impact of the pandemic on Heads and their schools has not gone unnoticed. A series of webinars made available to members provided information about ways their school could respond to the challenges faced by their communities.

Over the past three years, AHISA has developed a Branch-based Advisor program for new Heads and is exploring opportunities to promote members' wellbeing. In the face of challenges, AHISA aims to provide its members with the necessary resources and support.

Towards an Exceptional "Normal"

The pandemic has underscored the importance of unity, adaptability, and support. As schools work to support students through uncertain times, AHISA acknowledges that the quality of leadership and the role of educators are more critical than ever.

AHISA members are committed to channelling their collective hope and support to ensure the best possible outcomes for Australia's young people. Through the association's rich heritage and values of collegiality, contribution, and collaboration, AHISA continues to be a guiding light, steering the ship of independent education through uncharted waters.

A Unified Vision for the Future

One of AHISA's core strengths lies in its unified vision for the future. Developed by the board in 2020, the association's strategic plan, 'Toward 2025,' is a testament to AHISA's commitment to shaping the landscape of independent education in Australia.

While AHISA operates nationally, it is through its six branches that collegiality truly thrives. These branches are the grassroots of the association, where members come together to share experiences, insights, and support. The Board has been exploring ways to drive national initiatives at the branch level, recognizing that local engagement can result in a more profound impact.

One of the biggest changes to AHISA's structure over the past years was an update to AHISA's constitution, seeking to make our governance more flexible to respond to a range of circumstances, including the needs of members and in particular the load on those members who volunteer to take up Branch and national positions.

The May 2021 AGM voted to accept all amendments, including that the National Chair will now be elected by the Board, and that this will take place at the first meeting after the AGM rather than at the Biennial Conference. The Board has also engaged in a board review process to identify governance strengths and future opportunities.

In conclusion, I would like to express thanks for all those who have engaged with AHISA and attended AHISA events – virtual and face-to-face – those who have served on committees, executives and boards, and the National Office Team for responding to the challenges of these years with creativity and commitment. I would particularly like to express gratitude to our CEO, Beth Blackwood AM, for her service to AHISA over many years, and her leadership through these particularly challenging years.

AHISA is more than an association; it's a community of dedicated education leaders working together to navigate challenges, adapt to change, and ensure the best possible education for Australia's future generations.

Rev Chris Ivey
NATIONAL CHAIR

AHISA Board Members 2019-2022



Rev Chris Ivey
ST ANDREW'S ANGLICAN
COLLEGE, QLD
National Chair



**Mr Craig
Bassingthwaight**
SOMERSET
COLLEGE, QLD



Mr Steve Byrne
SACRED HEART
COLLEGE, SA



Ms Rebecca Clarke
WALFORD ANGLICAN
SCHOOL FOR GIRLS, SA
Resigned May 2022



Ms Ros Curtis
ST MARGARET'S ANGLICAN
GIRLS' SCHOOL, QLD



Ms Anne Ford
JOHN WOLLASTON
ANGLICAN COMMUNITY
SCHOOL, WA



Mr Peter Fowler
ROUSE HILL ANGLICAN
COLLEGE, NSW
Resigned June 2021



Ms Meg Hansen
WESTBOURNE GRAMMAR
SCHOOL, VIC
Resigned September 2021



Dr Paul Hicks
CAMBERWELL GRAMMAR
SCHOOL, VIC



Mrs Megan Krimmer
ABBOTSLEIGH, NSW



Dr Gareth Leechman
ARNDELL ANGLICAN
COLLEGE, NSW
Commenced July 2021



Dr Rob McEwan
THE HUTCHINS
SCHOOL, TAS



Mr Glen McKeeman
CHRISTIAN COLLEGE
GEELONG, VIC
*Commenced
September 2021*



Mr Andrew Müller
SCOTCH OAKBURN
COLLEGE, TAS



Dr Alec O'Connell
SCOTCH COLLEGE, WA



Dr Helen Riekie
CABRA DOMINICAN
COLLEGE, SA
Commenced August 2022

Reference Groups

Independence

These members served on the Independence Reference Committee between 2020 and 2022:

Tim Argall

Donvale Christian College, VIC

Dean Dell'Oro

Hale School, WA

Beth Gilligan

Dominic College, TAS

Brian Grimes

A B Paterson College, QLD

Marise McConaghy

Strathcona Girls Grammar School, VIC

Elizabeth McDougall

Sacred Heart College, TAS

Michael Parker

Newington College, NSW

Dr Annette Rome

St Margaret's Berwick Grammar, VIC

AHISA Honorary Members

Dr Amanda Bell AM

Mrs Robyn Bell

Mr Sholto Bowen OAM

Mrs Bobby Court

Mr Warwick Peter 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 Meg Hansen

Dr Timothy Hawkes OAM

Ms Noelene Horton AM

Dr Rod Kefford AM

Mr Malcolm Lamb AM

Ms Dawn Lang

Dr Peter Lennox

Mr David Loader OAM

Mr Neville Lyngcoln

Miss Kathleen McCredie AM

Miss Joan Montgomery AM OBE

Dr David Mulford

Mr Simon Murray OAM

Bishop O'Kelly AM

Dr Ian Paterson AM

Mr Mark Porter

Mrs Jann Robinson OAM

Mr Geoffrey Ryan AM

Dr Heather Schnagl AM

Dr Ruth Shatford AM

Mr Tony Sheumack

Mrs Barbara Stone AM

Mrs Denise Thomas AM

Mr Bill Toppin

Mr Rick Tudor OAM

Mr Michael Urwin

Mr Christopher Welsh

Mrs Margaret Therese White

About AHISA Members

MEMBERSHIP NUMBERS AS AT NOVEMBER 2022

AHISA

Membership Numbers

GENERAL MEMBERS	463
OVERSEAS MEMBERS	10
INTERIM MEMBERS	6
ASSOCIATE MEMBERS	2
PROVISIONAL MEMBERS	1
ASPIRANT MEMBERS	248

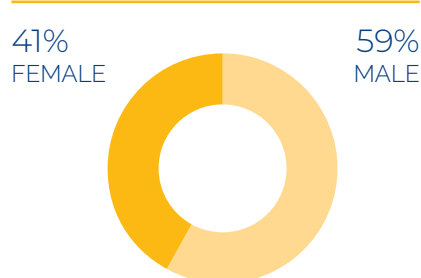
AHISA

Branch Numbers

NSW/ACT	132
QLD	99
SA/NT	44
TAS	23
VIC	120
WA	45

AHISA MEMBER

Gender Breakdown



AHISA

Members' Schools

CO-EDUCATIONAL	66%
SINGLE-SEX GIRLS SCHOOL	21%
SINGLE-SEX BOYS SCHOOL	12%
PARALLEL SINGLE-SEX CAMPUS	1%

Strategic Priorities 2019-2022

Amplify Leadership

Amplifying leadership impact across the journey from aspirant to sage through tailored professional learning and support services

EXTEND the AHISA Advisor Program for new principals

BUILD peer relationships
New Members' Conference

CREATE and deliver a 'Class of Reconnect' conference for heads who have been in the role 2-3 years

DEVELOP programs that support Heads in building professional resilience, wellbeing and personal sustainability

BRANCH seminar program for Aspirant Members – increasing connectivity and engagement

Build Relationships

Building relationships, networks and partnerships that enhance personal connection and leadership effectiveness

STRENGTHEN the Board/ Chair and Head connection; providing context and insight to ensure a strong and sustainable working relationship

REVITALISE the member experience through connecting, engaging and contributing at Branch level

STRENGTHEN and expand external relationships and partnerships

ENGAGE past members in contributing to the life of AHISA and supporting members to increase their leadership effectiveness and impact

Influence & Advocacy

Influencing and advocating in education policy, leadership and practice.

POSITION AHISA as the voice of independent school leadership

ADVOCATE and provide a strong and coherent voice for members

INVEST in cobranding and collaborative opportunities



Amplify Leadership

AHISA's primary form of support for the professional development of its members is the provision of a broad platform for professional exchange.

At **Branch meetings** and **National Conferences**, members have the opportunity to share their wisdom and expertise and form supportive professional friendships. When face-to-face meetings were impossible during COVID-19 lockdowns, branches met online, providing opportunities for more regional heads to engage in the meetings. National events were rescheduled or moved online, and AHISA provided regular updates and information to school leaders as it became available.

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 branch. Requests for information cover a broad range of issues, including staffing policies and practices, role descriptions, general school policies and procedures, consultant or provider recommendations, and organisational structures and governance.

AHISA's journal, **Independence**, is published in May and October each year, and provides a resource to the wider education sector on educational innovation and practice in independent schools.

A highly valued aspect of AHISA's work is the targeted support available to members who are new to principalship. The AHISA **New Members' Conference** provides an opportunity for colleagues to create long-term professional friendships. Due to challenges of interstate travel the 2020 New Members' Conference was held online in October 2020, and returned to in-person conferences in Canberra in May 2021 and 2022.

From 2021, new heads also had the option to participate in AHISA's **Advisor Program**, which pairs new heads to a current or former AHISA member, and in 2022, AHISA held its first **Reconnect Conference** for Heads reaching the 3 to 4 year milestone.

Members were encouraged to use AHISA's purpose-developed 360-degree appraisal tool. The **School Leadership Survey (SLS360)** is aimed at senior leadership and middle management, and a new survey for non-teaching leadership roles was developed in 2021. Importantly, the SLS360 offers benchmarking against peers within the independent sector. In 2019, 28 schools and 132 staff participated in the SLS360 review process, and feedback sessions moved online during COVID-19 lockdowns.

The **Aspirant Membership** program continues to grow, from 153 Aspirant members in 2019 to more than 250 at the end of 2022. A monthly **Aspirant newsletter** focusing on leadership is provided to Aspirants via email and on the website. In 2021, AHISA introduced **branch-based Aspirant Coordinators** to lead and support events that would increase connectivity and engagement among Aspirants within their branch communities. Branch events to support Aspirant members were held in QLD, VIC, SA and WA in 2022, providing aspiring school leaders with access to expert insights, practical tools, and peer networking opportunities.

A **Governance 101 Masterclass for Aspirants** was delivered in 2022, with face-to-face and online workshops covering topics such as school boards, the chair and head relationship, and financial skills.

AHISA developed a survey with Corporate Sponsor **MMG Education** to collect information on the experience of home-based learning which could then be benchmarked against the experience of other school communities. As well as providing invaluable insights, the survey results were an outstanding testimony to the profound professionalism of independent schools and their dedication to their communities.

A series of **webinars** was provided to members from 2020-2022 to address various issues arising out of the COVID-19 lockdowns and resulting challenges to school leadership. Ongoing online learning opportunities were promoted through the fortnightly **CEO eBulletin**. AHISA's **Employee Assistance Program** was also available to members to provide individual support where needed.

The **Heads Remuneration Survey** ran in 2020 and 2022, with participation from over 60% of members. The **Senior Staff Remuneration Survey** was delivered in 2021, with updates to the survey clarifying details around Total Remuneration Packages and Fringe Benefits Tax, as well as the inclusion of a number of new senior leadership positions for benchmarking. In 2020 and 2022, the **Recruitment and Retention Survey** was held, looking at staff turnover and highlighting retention strategies.

A new category of **Interim Membership** was introduced in 2022, to provide support to acting heads in times of leadership transition. This was particularly important with the membership churn that was heightened by COVID-19.

An article with **advice to retiring heads** was written by former school leaders and distributed via **Headnet** and included as an article in the **Independence**.

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

Build Relationships

Collegiality is a core building block in AHISA's strategy, recognising that relationship building, networking and personal connection are vital to our members.

During lockdowns, regular **Branch meetings** were held online to provide opportunities for Members to network, collaborate, and hear from guest speakers and the AHISA National Chair and CEO.

Border closures increased the complexity of holding national events during the reporting period. Many events were rescheduled or moved online, including an **online one-day Biennial in 2021**, the **ISA and AHISA National Education Forum**, which was held in Canberra in March 2022, and the **Leading, Learning and Caring Conference** in Melbourne which moved from 2020 to April 2022.

National events 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.

During 2021, a **Former Members' Hub** was introduced to the website to foster connection among former AHISA members as an online discussion forum. Former Members also contributed book reviews to the **What Principals are Reading** section of the website, and in 2022 a number of Members and Former Members recorded **Friday (re)Treat video reflections** which received positive feedback from many.

Acknowledging the importance of the Board, Board Chair and Head relationships, the **Board Business newsletter** was created to provide discussion starters aimed at equipping boards for their governance role and providing context and insight to ensure a strong and sustainable working relationship. This newsletter is sent to school chairs three times throughout the year.

In 2022, **Chairs, Boards and Heads workshops** were held face-to-face in Western Australia, Victoria, Queensland, South Australia and New South Wales, looking at the topic of student safety and complaints management.

A paper written by Board Matters providing **advice for school boards** during COVID-19 was distributed to Chairs, and the CEO worked with a focus group of heads and Ben Tallboys from Russell Kennedy on a **Sustainable School Leadership Paper** which was distributed to Chairs and is also included as part of the new member welcome pack.

AHISA appreciates its connections with other principal associations through the **Coalition of Australian Principals (CAP)**, where the aim is to increase the voice of principals and to promote the educational needs of all students in Australia with one voice. School leadership and principal wellbeing are two focal points of the CAP, and a **collaborative survey project** was delivered across school sectors on the impact of COVID-19 on schools, their leaders, teachers and students. CAP also saw the development of **'Broadcast' by School TV**, comprising a newsletter and online resources aimed at supporting wellbeing of heads. Together, representatives of CAP met with the Education Minister to discuss funding, teacher shortages and workload, and raising the status of the profession.

AHISA has continued its commitment as a Research Partner for the **Australian Principals Health and Wellbeing survey**, providing valuable insight into the challenges and strengths of headship. Survey results published in 2021 revealed that despite a dip in their overall health and wellbeing and a marked increase in sleeping troubles in 2020 when compared to 2019, leaders of independent secondary schools were far less likely to report depressive symptoms or burnout. Reports of cognitive stress declined steeply, even though cognitive demands increased. The commitment of independent secondary school leaders to their schools soared, as did their sense of self-efficacy and job satisfaction. Of special interest in this data was the evidence of improved collegiality within schools, between heads and their boards, as well as between leaders of other schools.

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

Influence and Advocacy

AHISA maintains a strong advocacy effort 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.

The CEO attended a **Productivity Commission** roundtable in November 2019 to talk about draft recommendations for student health and wellbeing and was able to provide insight into wellbeing roles in schools. The CEO also represented ISA and AHISA at a **National Teacher Workforce Strategy workshop**, promoting cooperation among all sectors.

In 2020, the CEO also served on two **reference group committees**: The Australian Association of Mathematics Teachers Advisory Group and Principals as STEM leaders.

AHISA's willingness to work productively with others for the benefit of Australian schooling is seen in our ties with the **Australian Boarding Schools Association**, membership in the **Coalition of Australian Principals** and our relationship with **Independent Schools Australia** (ISA) and other independent sector groups. During the COVID-19 pandemic in particular, this included **advocating to government** requesting consultation with principals where decisions were being made regarding safety protocols and school closures, and working on a collaborative project with CAP collecting research about *The shifting landscape of school leadership in Australia*.

The CEO was also involved in meetings and conferences for **Independent Schools New Zealand**, the **International Confederation of Principals** and **HMC – The Heads' Conference UK**.

The CEO was invited to contribute **media comments and stories** about how schools were adjusting to online learning and managing the complexity of COVID-19 restrictions.

Consultation with Australian Curriculum, Assessment and Reporting Authority (ACARA) is maintained through participation in teleconferences for parents' and principals' peak national bodies and in stakeholder briefings.

The CEO was involved in consultations with **AITSL** on addressing abuse of teachers and school leaders, as well as attending the *Indigenous cultural competency in the teaching workforce: National Dialogue* event. Briefings and projects with **ACARA** included reviews of NAPLAN and the F-10 Australian Curriculum, and a short-film project to share school information.

The CEO and National Chair attended a Parliamentary hearing for the Joint Committee on Human Rights to talk about AHISA's submission to the Committee's inquiry into the Religious Discrimination Bill 2021.

In 2022, the AHISA national **Social Issues Reference Group** was re-started to advise AHISA on issues affecting young people that would benefit from the creation of national resources, such as body image, vaping and anxiety. There are also issues that invite legislative protections, such as gambling within digital games and access to online pornography.

Meetings with the **Education Minister** and Federal Department of Education discussed the impact of bushfires, COVID-19, the national reform agenda, school funding and the review of Disability Standards for Education.

AHISA published a **Federal Election micro-site** containing a rationale for a strengths-based approach to national policymaking in education, and AHISA's election policy comparison document.

AHISA maintained its advocacy work through a wide range of **submissions**. A complete list of submissions made by AHISA from October 2019 to December 2022 can be found on page 20-21.

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 Events 2019-2022

Conferences and events are an important way in which AHISA delivers opportunities for professional learning and collegial exchange for members, their senior staff and school board members. During COVID-19 lockdowns and border closures, many events were rescheduled or held online. Below is a summary of the events that happened between 2020-2022.

New Members' Conference

The AHISA New Members' Conference introduces the association and provides connections with a network of colleagues in a similar career stage. 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 invited to present on key areas of leadership and school business including media management, legal matters and contractual arrangements.

Saturday 17 October 2020 – Online half-day forum

29 Delegates, 16 Board Members, National Office Staff & Consultants, 1 Guest Speaker

Friday 21 – Sunday 23 May 2021

51 Delegates, 4 Corporate Sponsors, 21 Board Members, National Office Staff & Consultants, 4 Invited Guests & Speakers

Thursday 19 – Saturday 21 May 2022

32 Delegates, 3 Corporate Sponsors, 19 Board Members, National Office Staff & Consultants, 3 Invited Guests & Speakers

Reconnect Conference

Friday 21 to Saturday 22 October 2022

Reconnect Conference was introduced to support newer members in the next part of their principalship journey. 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 headship, and source the inspiration and energy to lead their school moving forward.

Registrations

26 Delegates, 12 Board Members/National Office Staff & Consultants, 2 Invited Guests & Speakers

Biennial Conference

Tuesday 28 September - Online forum

THEME Change reimagined

Due to the ongoing restrictions caused by COVID-19 the 2021 Biennial Conference, *be the change*, scheduled to be held on the Gold Coast in late September was postponed and a one-day virtual conference was offered to members. The Online Biennial conference, *change reimagined*, was held in a virtual format on Tuesday 28 September.

Keynote Presenters

Live, Lead, Learn

Gail Kelly

Sustainability: The New Learning Economy

Dr Michael Rosemann

Plenary Panel: The biggest mistake I ever made

Facilitated by: Rev Chris Ivey (AHISA National Chair, Principal, St Andrew's Anglican College, Qld)

Featuring: Dr John Collier (St Andrew's Cathedral School, NSW), Rebecca Clarke (Walford Anglican School for Girls, SA) and Leisa Harper (Gippsland Grammar, Vic)

Conference Committee

Rev. Chris Ivey, AHISA National Chair, Principal St Andrew's Anglican College, Qld

Craig Bassingthwaight, Headmaster, Somerset College, Qld

Ros Curtis, Principal, St Margaret's Anglican Girls School, Qld

Anthony Micallef, Headmaster, Brisbane Grammar School, Qld

Geoff Newton, Principal, Hillbrook Anglican College, Qld

Kym Wickham, Principal, Loreto College, Qld

Maria Woods, Principal, Sunshine Coast Grammar School, Qld

Geoff van der Vliet, Principal, Nambour Christian College, Qld

Registrations

217 total registrations

Delegate breakdown: 154 AHISA Members, 6 Honorary Members, 14 Invited guests, 6 Staff, 5 Speakers, 32 Corporate/Conference Sponsors

AHISA Members by branch: 63 NSW/ACT, 20 QLD, 14 SA/NT, 6 TAS, 46 VIC, 4 WA, 1 Overseas

Leading, Learning and Caring Conference

Monday 11 April – Wednesday 13 April 2022

THEME **Learning to Grow, Growing to Learn**

First planned for April 2020, then April 2021, and finally held in April 2022, the Leading, Learning and Caring Conference was held from Monday 11 – Wednesday 13 April at the Melbourne Convention and Exhibition Centre.

Highlights

- Six school tours to thirteen local schools
- Four concurrent sessions were held during the conference, with 34 presenters offering a total of 23 workshops and 1 panel session
- 19 presenters took part in the Ignite Sessions where delegates heard from 3-4 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, Happy Hour and Hosted Dinners provided delegates with a chance to mingle and visit the conference exhibitors
- Pre-conference workshops included Elizabeth Jameson, Board Matters, presenting a half-day workshop on Board Governance, and John Somerset, Somerset Education delivering a full-day workshop on financial literacy.

Keynote Presenters

Responsive Implementation – How teams could work together to create effective educational change

Simon Breakspear

Future-Focused Learning

Lee Watanabe Crockett

You're not thinking, you're just being logical. When schools get things wrong by doing things right and what we can do about it.

Ian Gilbert

The 5 Question Leader

Michael Bungay Stanier

2022 School leader wellbeing: Transforming wellbeing and engagement from the top

Kristen Douglas

Conference Committee

Kerri Batch, Head of Learning,
Aitken College, Vic

Cathryn Furey, Assistant Principal/Director of Learning,
Ruyton Girls' School, Vic

Rev Chris Ivey, AHISA National Chair, Principal,
St Andrew's Anglican College, Qld

Gina Peele, Director of Student Programs,
St Catherine's School, Vic

Ross Phillips, Senior Dean of Learning, Innovation and
Research, Strathcona Baptist Girls' Grammar School, Vic

Troy Stanley, Head of Middle School,
Camberwell Grammar School, Vic

Registrations

333 total registrations

Delegate breakdown: 218 Delegates, 11 Staff, 5 Keynote Speakers, 7 External Presenters, 5 Corporate Sponsors, 87 Exhibitor Representatives

AHISA Delegates by branch: 61 NSW/ACT, 51 QLD, 17 SA/NT, 5 TAS, 73 VIC, 10 WA, 1 Overseas

AHISA Events 2019-2022

ISA and AHISA National Education Forum

CANBERRA Thursday 17 March 2022

Theme

Health of the Nation

A joint forum with Independent Schools Australia offered the opportunity for independent school board chairs and members, principals and other education sector representatives to gather in Canberra and hear from politicians, analysts and thought leaders on national issues that affect schools.

Keynote Presenters

Anthony Mackay AM (MC)

Moving from safe to brave

Karen Mundine

Governance and ethics

Professor Pamela Hanrahan

Update from eSafety Commissioner

Rebecca Razavi

Goldilocks conditions for student and staff wellbeing

Professor Donna Cross

Economic Forecasts

Craig James

Richard Fidler (Dinner Speaker)

Registrations

267 total registrations

Delegate breakdown: 147 Heads of School, 36 Chair or Board Members, 11 Members of Senior School Management, 55 representatives from education bodies, 9 staff, 8 speakers, 1 Corporate Sponsor.

AHISA Assembly

CANBERRA Friday 18 March 2022

Following the National Education Forum, AHISA held a breakfast session for AHISA members, with guest speaker Anthony Mackay on the topic of Global Trends in Education.

Governance 101 Masterclass series

Open to all AHISA Aspirant Members, the Governance 101 Masterclass series comprised of three online webinars and a face-to-face workshop session. Presented by Elizabeth Jameson from Board Matters.

Aspirant Head Masterclasses

PERTH Monday 29 August 2022

46 Attendees

BRISBANE Friday 2 September 2022

27 Attendees

The Aspirant Head Masterclasses, run in Perth and Brisbane, proved very popular and successful amongst attendees.

AHISA Chairs, Boards and Heads Forums

PERTH Tuesday 30 August 2022

37 Attendees

MELBOURNE Wednesday 31 August 2022

72 Attendees

BRISBANE Friday 2 September 2022

33 Attendees

ADELAIDE Friday 4 November 2022

55 Attendees

SYDNEY Monday 14 November 2022

78 Attendees

The 2022 Chairs, Boards & Heads Forums focused on current issues in areas of governance, student safety and managing grievances, with Ben Tallboys as the key presenter alongside panel members from each branch.

Webinars

AHISA created a series of member webinars to support heads with information about a range of issues..

School finances and COVID-19

Tuesday 28 April 2020

More than 440 business managers, board members and heads attended AHISA's School Finances webinar, presented by PwC and in partnership with the Association of School Business Administrators on how businesses and independent schools can navigate through the financial consequences of COVID-19.

School finances for heads

Thursday 12 November 2020

Dr David Mulford presented a webinar on School Finances for Heads.

*Limited places were available
20 members attended the session*

Online forum on consent

Wednesday, 21 April 2021

The online members' forum with Ben Tallboys and a panel of AHISA heads looked at the issue of protecting students regarding consent and sexual harassment issues.

247 members registered for this event

Staff misconduct and the school community: managing staff, students and parents

Monday, 26 July 2021

AHISA held a free online members forum: Staff misconduct and the school community, presented by Ben Tallboys and Natasha Sim from Russell Kennedy Lawyers.

197 registrations were received

Managing risk in recruitment from application to commencement

Tuesday, 19 October 2021

Presented by Ben Tallboys and Natasha Sim from Russell Kennedy Lawyers.

227 registrations were received

COVID and beyond – what comes next?

Monday, 22 November 2021

Presented by Ben Tallboys from Russell Kennedy Lawyers.

272 registrations were received

School IT management systems

Wednesday, 1 December 2021

AHISA invited three suppliers to present their School Management Systems: PCSchool, Compass and PwC. Registrations were open to heads, business managers and IT managers.

187 registrations were received

Mandatory vaccinations

VICTORIA Wednesday 29 June 2022

QUEENSLAND Thursday 30 June 2022

AHISA held two webinars on Mandatory Vaccination for Victorian and Queensland members, presented by Ben Tallboys from Russell Kennedy Lawyers.

Members were not required to pre-register and each was attended by 20+ members on the day.

AHISA Publications 2019-2022

AHISA's publishing effort supports collegial contribution and exchange among members and is an important way members contribute collectively to the wider education sector.

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 digital edition of the journal now has an international following.

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

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.

AHISA also published an occasional paper in 2022: **Making a Difference**, outlining challenges and opportunities for independent school leadership, and how AHISA supports school leaders through commitment to values of collegiality, contribution and collaboration.

In the lead up to the 2022 federal election, AHISA published a **policy document** containing rationale for a strengths-based approach to national policymaking in education, and examples of how this approach could be applied to support the transformation of Australian education.



Independence

Vol 44 No 2, October 2019

- Not waving, drowning...
- Why new educational strategies seldom make any long-lasting difference to educational outcomes
- Schools for teen brains: compassion, collaboration and cooperation
- Data based decisions for schools
- The role of the board in school culture



Independence

Vol 45 No 1, May 2020

- Towards a truly differentiated classroom
- Reflecting on a mastery learning approach
- Making a difference one teacher at a time
- SEARCH: a meta-framework for bringing wellbeing into schools
- The science of wellbeing: increasing student resilience



Independence

Vol 45 No 2, October 2020

- Education in COVID-19
- Mentoring through a different lens
- Building belonging through authentic leadership, authentic decisions
- Sensing, listening, interpreting, responding: interoception in educational leadership
- Let's talk about professional learning in schools



Independence

Vol 46 No 1, May 2021

- Does your workplace have an inclusive culture?
- Engaging children in a post-Covid future
- Making mistakes to develop a love of learning
- Agility, resilience and collective capacity
- The importance of succession planning



Independence

Vol 47 No 2, October 2022

- The agility of educators
- Attracting and retaining new teachers
- School wellbeing: the data is concerning
- Innovating for a sustainable future
- The principal/chair relationship



Independence

Vol 46 No 2, October 2021

- Why schools must continue to foster independent learning
- A vision for experiential outdoor learning
- Designing learning experiences
- The last phase of headship
- Developing a quality induction program



Independence

Vol 47 No 1, May 2022

- From inspiration to aspiration
- Two perspectives on school governance
- Governance Q & A
- How can big history help us think about the future?
- Building character education into a boys' school

AHISA Communications 2019-2022

AHISA's public communications aim to inform policy makers and contribute to public debate on education issues. This list of submissions and media releases covers the period of this report, from 4 October 2019 – 31 December 2022

AHISA Submissions

AHISA supports its advocacy effort with submissions to public inquiries and consultations conducted by federal parliamentary committees or other government agencies or commissions.

2019 Submissions

- Review of the Melbourne Declaration on Educational Goals for Young Australians – Response to Draft Declaration, 17 October 2019
- Review of Senior Secondary Pathways, 6 December 2019

2020 Submissions

- Response to Productivity Commission's draft report from its inquiry into mental health, 23 January 2020
- Religious Discrimination Bill 2019 – second exposure draft, 31 January 2020
- Skilled Migration Occupation List Traffic Light Bulletin – March 2020 review, 12 February 2020
- Inquiry into education in remote and complex environments, 14 February 2020 and 15 June 2020
- Department of Communications review of Australian classification regulation, 19 February 2020
- Department of Communications consultation on online safety legislative reform, 19 February 2020
- Review of National Education Architecture, 30 March 2020

- Job-ready Graduates Package draft legislation – DESE consultation, 17 August 2020
- Inquiry into the Higher Education Support Amendment (Job-Ready Graduates and Supporting Regional and Remote Students) 2020 Bill – Senate Education and Employment Legislation Committee – 9 September 2020
- Skills Priority List consultation – National Skills Commission – 23 October 2020
- Children's rights in the digital environment – United Nations consultation – 11 November 2020
- Indigenous cultural competency – AISTL Consultation - 25 November 2020
- Children's free-to-air television standards – ACMA consultation 7 December 2020

2021 Submissions

- Automatic mutual recognition of occupational registrations – Deregulation Taskforce consultation – 12 February 2021
- Draft National Children's Mental Health and Wellbeing Strategy – National Mental Health Commission consultation – 15 February 2021
- Review of Australia's online safety legislation – Department of Communications, Cyber Safety and the Arts – 19 February 2021
- Draft framework for nationally consistent guidance for teachers and principals on the prevention of child sexual abuse – Australian Institute of Family Studies – 1 March 2021
- Legislation of age verification for access to online pornography sites – Letter to the Prime Minister of Australia – 22 March 2021
- Australian Skills Classification descriptors for the School Principal occupation – National Skills Commission – 24 June 2021

- Quality Initial Teacher Education Review – Department of Education, Skills and Employment – 13 July 2021
- Copyright law and the digital transformation of Australian education – Letter to the Minister for Communications, Urban Infrastructure, Cities and the Arts – 23 August 2021
- Age verification and access to online pornography – Office of the eSafety Commissioner Roadmap consultation – 10 September 2021
- Restricted Access System – Office of the eSafety Commissioner – 10 September 2021
- Draft Basic Online Safety Expectations Determination 2021 – Department of Infrastructure, Transport, Regional Development and Communications – 15 October 2021
- Online Privacy Bill Exposure Draft – Attorney-General's Department – 6 December 2021
- Inquiry into the Religious Discrimination Bill 2021 – Parliamentary Joint Committee on Human Rights – 20 December 2021

2022 Submissions

- Inquiry into the Religious Discrimination Bill 2021 – Senate Legal and Constitutional Affairs Legislation Committee – 4 January 2022
- Review of the Privacy Act 1988 – Attorney-General's Department – 10 January 2022
- Inquiry into Social Media and Online Safety - House of Representatives Select Committee on Social Media and Online Safety – 12 January 2022
- National Strategy to Prevent and Respond to Child Sexual Abuse Advisory Group Model and Complementary Consultation Mechanisms Consultation - National Office for Child Safety – 2 February 2022
- COVID Review - e61 Institute - 10 June 2022

- Review of the National School Reform Agreement - 17 June 2022
- Review of the Australian and New Zealand Standard Classification of Occupations - 26 July 2022
- National Cultural Policy Consultation - 19 August 2022
- Digital Platform Services Inquiry into Social Media Services - 9 September 2022
- Review of the National School Reform Agreement - Response to the Interim Report - 21 October 2022
- Productivity inquiry - 24 October 2022
- Inquiry into Online Gambling - 11 November 2022
- Skills Priority List Stakeholder Survey - 18 November 2022
- Draft National Teacher Workforce Action Plan - 1 December 2022
- A Migration System for Australia's Future - 9 December 2022

AHISA Media Releases

AHISA distributes its media releases to major metropolitan radio, press and television, the Federal Press Gallery, education journalists, AHISA stakeholders and federal MPs and Senators.

2019 Media Releases

- AHISA welcomes the Rev Chris Ivey as its new National Chair - 14 October 2019
- AHISA welcomes the Mparntwe Declaration - 12 December 2019

2020 Media Releases

- COVID-19 pandemic adding to high stress burden of principals - 11 May 2020
- AHISA welcomes appointment of Margery Evans to lead Independent Schools Australia - 31 July 2020
- The class of 2020 deserves better - 26 August 2020
- Extra university places in 2021 deliver good news for the class of 2020 - 29 September 2020
- World Teachers' Day worthy of special celebration in 2020 - 29 October 2020

2021 Media Releases

- Australian Principal Occupational Health Safety and Wellbeing Survey 2020 - 14 March 2021
- Protecting the age of innocence is urgent business - 3 June 2021
- National Code on Boarding School Students is a win for regional families - 20 September 2021
- AHISA welcomes National Strategy to Prevent and Respond to Child Sexual Abuse - 27 October 2021
- In praise of Australia's teachers - 28 October 2021
- AHISA welcomes the appointment of Australia's first Regional Educational Commissioner - 6 December 2021

2022 Media Releases

- COVID-19 has taken a heavy toll on the health and wellbeing of school leaders - 15 March 2022
- My School 2022 demonstrates a robust, diverse schooling system - 16 March 2022
- Schools are realizing the future of education now - 17 March 2022
- AHISA calls for a strengths-based approach to education policymaking - 24 March 2022
- Federal Budget 2022-23: AHISA welcomes support for student wellbeing and regional connectivity initiatives - 30 March 2022
- AHISA welcomes new federal education and youth ministers - 1 June 2022
- AHISA welcomes Australian Government support to help keep young Australians safe online - 21 October 2022
- In praise of Australia's teachers - World Teachers' Day - 28 October 2022
- NAPLAN 2022 results show sustained effort in teaching and learning despite COVID-19 challenges - 31 October 2022
- AHISA welcomes incoming CEO Dr Chris Duncan - 6 December 2022
- Australia's school system deserves collaborative national effort - 19 December 2022

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