

WAPPA/WASSEA Wooldridges Conference 2009
Unlocking the Leader's Potential

BURSWOOD
ENTERTAINMENT
COMPLEX
10th - 12th June 2009



Dear Colleague

2009 will be a historic year for the Western Australian Primary Principals' Association (WAPPA) and the Western Australian Secondary School Executives Association (WASSEA).

For the first time the associations have combined their conferences. This will provide an exciting opportunity for school leaders from all levels to share their knowledge and expertise, and to recognise the need to reassess their own potential.

The strength of the WAPPA and the WASSEA Wooldridges Conference will not only be recognised by the attendance of Primary and Secondary school leaders all under one roof hearing the same message at the same time, but also in the quality of the presenters that the organisers have secured for this event.

The theme of this outstanding conference *"Unlocking the Leader's Potential"* focuses on three daily themes incorporating *'Flexible Schools'*, *'Unlocking Human Potential'* and *'The Role of the Leader'*.

The conference convenors have brought together educational and community leaders into what promises to be an exciting forum. Each session builds on the relevant keynote presentation and theme of the day, providing practical strategies and stimulating thought provoking ideas on the conference theme.

Enormous challenges have been placed on educators by the rapid expansion of our knowledge. These challenges, combined with heightened accountability and the political debate on 'what is important in educating Australians for the future' will encourage school leaders to engage the support of industry leaders and resources in new and exciting partnerships.

Internationally acclaimed author and presenter, Dr Richard Boyatzis, renowned author of the international best seller *'Primal Leadership'* will headline a conference not to be missed. In the USA, Richard Boyatzis is as highly regarded as Dr Stephen Covey. On Thursday morning, representatives from Business and Industry will also join us to hear Dr Boyatzis' message.

Outstanding presenters such as Professor John Hattie, Professor Viviane Robinson, Jason Clarke, Liz Talmadge, Professor Patrick Duignan and Jo Mason will add to the depth of wisdom and practical support for participants. Tim Cope will address the delegates at the Friday Breakfast and Kerry Cue will be with us for the lunch time presentation.

In addition, the Premier of Western Australia, Hon. Colin Barnett MLA, the Minister for Education and Training, Hon. Liz Constable MLA and the Director General of Education, Sharyn O'Neill will address current issues.

Put June 10th – 12th June in your diary – be a part of this historical event, and experience the networking opportunities that only this, the most sought after educators' conference in Western Australia, will provide.



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INVITATION FROM THE CONFERENCE CHAIR

Ian Anderson

The 2009 WAPPA and WASSEA Wooldridges Conference will be one of the most exciting Western Australian educational conferences held in recent times. The quality of the speakers is exceptional and delegates will not be disappointed. The fact that the two Professional Associations have combined to bring you this conference is strong recognition of the importance of high quality professional learning for all school leaders.

For the first time, on-line registration will be available and those who take up this opportunity will receive a discount for each delegate registered. On-line payments by credit card are made via a secure gateway. As always, there is an early bird rate. To be eligible for early bird registration however, full payment must be received at the WAPPA Business Centre by close of business on 30th April 2009. **Any payments not received in full by 30th April will incur the higher registration amount.**

Our Thursday morning program will attract large interest from business and industry leaders. Delegates should take advantage of networking with these groups with the view to forming relationships with them for the future.

Delegates intending to book accommodation at either the Intercontinental Burswood Resort or the Holiday Inn Burswood should do so as early as possible as we are expecting a larger than usual demand for rooms. On-line bookings to either venue can be made via a link on each of the WAPPA and WASSEA websites. You will need to use either the electronic method or access a hard copy WAPPA WASSEA Conference Burswood Booking form to gain the discounted rate. (Email your request for the forms to jweston@wappa.net.au.)

The Conference dinner on Thursday evening will commence with pre dinner drinks, followed by a 3 course meal. Beverages and entertainment will also be provided.

I invite you to join us and look forward to meeting up with you at this outstanding event from 10th to 12th June 2009.

If you need any further information, please contact Joan Weston either by phone 08 6380 1755 or by email to jweston@wappa.net.au



CONFERENCE PRESENTERS

Wednesday 10th June 2009

KEYNOTE PRESENTATIONS

DR JOHN HATTIE - PROFESSOR OF EDUCATION, AUCKLAND UNIVERSITY

VISIBLE TEACHING – VISIBLE LEARNING – VISIBLE ASSESSMENT

John Hattie is Professor of Education at Auckland University and Director of the Visible Learning Lab. His areas of interest are measurement models and their applications to educational problems, including item response models, structural equation modelling, measurement theory, and meta-analysis. John is chief moderator of the Performance Based Research Fund, President-elect of the International Test Commission, associate editor of the British Journal of Educational Psychology - and is part-time cricket coach and umpire. He has published and presented over 550 papers, and supervised 160 theses students.



SYNOPSIS OF KEYNOTE ADDRESS

Building on the synthesis of 800 meta-analyses relating to achievement, this session will be more specific about the types of programs, leadership, and evidence that makes major differences in classrooms. Examples of these programs and their effects are discussed.

VIVIANE ROBINSON - PROFESSOR, FACULTY OF EDUCATION, UNIVERSITY OF AUCKLAND

FIVE DIMENSIONS OF EFFECTIVE EDUCATIONAL LEADERSHIP

After completing her doctoral study at Harvard University, Viviane Robinson took up a position at The University of Auckland, New Zealand where she is now Professor in the Faculty of Education. She is an organisational psychologist, specialising in school improvement, leadership and the relationship between research and the improvement of practice. She is the author of five books and numerous chapters and journal articles. Her work has been published in such leading international journals as *Educational Researcher*, *Educational Administration Quarterly* and *Review of Educational Research*.

Viviane is the lead writer of the *Best Evidence Synthesis on Educational Leadership*. This research, which is part of the New Zealand Ministry of Education's Iterative Best Evidence Synthesis programme, will form the basis of her address to the conference. <http://www.educationcounts.govt.nz/themes/BES>



SYNOPSIS OF KEYNOTE ADDRESS

Politicians and the public are convinced that school leaders make a considerable difference to the quality of their schools and to the education of children. However, until now, we have had very little evidence that this is the case. In this lecture Professor Robinson will present research evidence to show that leaders can make a considerable difference to student outcomes. Her systematic analysis of the evidence has identified five dimensions of effective leadership. Her discussion of these five dimensions provides both a clear description of what is involved in each and a compelling explanation of why they are important for any leadership team. In addition, Professor Robinson presents new insights into the knowledge, skills and dispositions leadership teams need to effectively engage in these five types of leadership. Her address provides practical advice about how principals and their teams can lead in ways that make a bigger educational difference to their students.



LIZ TALMADGE - EXECUTIVE HEADTEACHER, FEDERATION OF SCHOOLS, UK



NARROWING THE GAP THROUGH NEW MODELS OF COLLABORATIVE LEADERSHIP IN ENGLISH SCHOOLS

Liz Talmadge is the Executive Headteacher of a Federation of Schools comprising two challenging inner city secondary schools in 'hard' federation (which means 1 governing body) and a Primary & Early Years Centre in 'soft' federation (which means they have their own Head and Governing Body). She is also a consultant to the National College of School Leadership specialising in new and emerging models of school leadership.

SYNOPSIS OF KEYNOTE ADDRESS

In this presentation, Liz Talmadge will share with the audience, the way the English Education system is trying to narrow the gap in achievement between those who are achieving well and those who lag significantly behind. She will address this topic by talking about collaborative models of leadership that are focused on raising standards.

CONCURRENT PRESENTATIONS



1. VIVIANE ROBINSON PROFESSOR, FACULTY OF EDUCATION, UNIVERSITY OF AUCKLAND
YOUR LEADERSHIP OF TEACHER CHANGE AND DEVELOPMENT

SYNOPSIS OF CONCURRENT SESSION

What does the evidence suggest about the qualities of teacher professional learning and development that deliver positive benefits, not only for participating teachers, but also for their students? What implications does this knowledge have for your leadership of teacher change and development? In this workshop you will:

- participate in a research-informed discussion of the qualities of teacher professional learning and development that bring positive benefit to the students of participating teachers
- examine your own beliefs about how to lead teacher change
- learn more about how to lead teacher professional learning and development in ways that generate shared understandings of and shared commitments to change



2. DR JOHN HATTIE PROFESSOR OF EDUCATION, AUCKLAND UNIVERSITY
VISIBLE ASSESSMENT

SYNOPSIS OF CONCURRENT SESSION

Following from the Keynote on Visible Learning/Visible Teaching, this concurrent is more concerned with the attributes of Visible Assessment that follow. The session focuses on the major attributes of effective assessment, the focus of assessment for/or/as learning, and the importance of students being key in assessment reporting.



3. JASON CLARKE MINDS AT WORK

UNLOCKING THE 21ST CENTURY MIND

In 1977, Jason Clarke achieved the lowest Year 12 score in the history of his school. Today he is one of the most sought after creative minds in the country, consulting on issues of leadership and innovation to some of Australia's biggest companies and institutions. He's developed and taught courses in Innovation, Logic and Problem Solving for two of Australia's most prestigious Business Schools and the Australian Graduate School of Entrepreneurship. He doesn't know what he'll be doing in 2010 but he's open to suggestions.



SYNOPSIS OF CONCURRENT SESSION

How do we liberate our own creativity to assist us to find it in our students?
How do we pass off years of institutionalism to see our way to the future?
How do we unlock the innate creativity of the people we work with to create the education system we want?
This session will unlock your own creative journey, how to harness it to turn visions into actions and how to inspire the minds of the people around you.

4. LIZ TALMADGE EXECUTIVE HEADTEACHER, FEDERATION OF SCHOOLS, UK

21ST CENTURY SCHOOLS – A PLAN FOR CHILDREN

SYNOPSIS OF CONCURRENT SESSION

In this concurrent, Liz Talmadge will look specifically at the aspects of the English Education system which have been developed to support raising standards - around the government's vision for 21st Century Schools, the school inspection service and so on!



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CONFERENCE PRESENTERS

Thursday 11th June 2009

KEYNOTE PRESENTATIONS



DR RICHARD BOYATZIS AUTHOR AND PROFESSOR, CASE WESTERN RESERVE UNIVERSITY AND ESADE IN BARCELONA

DEVELOPING EMOTIONAL INTELLIGENCE AND COMPETENCIES TO BE AN EFFECTIVE LEADER, EXECUTIVE OR MANAGER

Author and professor Richard Boyatzis is one of the leading experts in leadership development and emotional intelligence (EI). His research on human behaviour has revolutionized management education and helped spawn a new industry of competency consultants, researchers, academics and executive coaches. His latest book, *Becoming a Resonant Leader* (with Annie McKee and Fran Johnston), is the workbook companion to their earlier book, *Resonant Leadership*, which is published in 18 languages. These two books outline concrete ways to create the resonance that fuels great leadership. *Primal Leadership: Learning to Lead with Emotional Intelligence* (with Dan Goleman and Annie McKee) unveiled new scientific evidence demonstrating that a leader's emotional competencies have an enormous impact on effectiveness and an organization's bottom line. A *Wall Street Journal*, *Business Week* and *New York Times* business bestseller, *Primal Leadership* has been translated into 28 languages.

Boyatzis consults internationally and leads a landmark course for the Weatherhead School of Management at Case Western Reserve University. He currently is Professor in the Departments of Organizational Behaviour, Psychology, and Cognitive Science at Case Western and in Human Resources at ESADE in Barcelona. Former President and CEO of McBer Company, he holds a B.S. in Aeronautics and Astronautics from MIT and a Ph.D. in Social Psychology from Harvard University. He has written over 100 articles on leadership, motivation, behavioural change, emotional intelligence and managerial competencies.

SYNOPSIS OF KEYNOTE ADDRESS

Leading author and Professor, Richard Boyatzis unveiled new scientific evidence demonstrating that a leader's emotional competencies have an enormous impact on effectiveness and an organisation's bottom line. In this presentation, Professor Boyatzis will provide strategies for delegates to become more effective leaders through developing their understandings of emotional intelligence.

WORKSHOP

DR RICHARD BOYATZIS AUTHOR AND PROFESSOR, CASE WESTERN RESERVE UNIVERSITY AND ESADE IN BARCELONA

EMOTIONAL INTELLIGENCE IN THE SCHOOL SETTING

SYNOPSIS OF WORKSHOP SESSION

In this presentation, Professor Boyatzis will build upon the information shared in his Keynote / Seminar making explicit links to the school setting.

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LEONIE TRIMPER - PRESIDENT, APPA AND SHEREE VERTIGAN – DEPUTY PRESIDENT, ASPA

VIEWING A NATIONAL EDUCATION

Leonie Trimper is currently the President of the Australian Primary Principals' Association (APPA). She has held this position since 2005.

Prior to taking up this role she held the position of President of the South Australian Primary Principals' Association (SAPPA) for seven years. Leonie is a dynamic educational leader with an absolute passion to promote and enhance the quality of educational leadership within a primary context.

Sheree Vertigan is the Principal of Reece High School in Devonport Tasmania. She has had extensive experience in high schools, district high schools and system positions. Her teaching background is in English. Throughout her career Sheree has lead and worked with committees and reference groups at both a regional, state, national and international level as well as a keynote presenter at a number of conferences and forums in: professional learning provision; curriculum development with a special interest in literacy; inclusive practice including developing supportive school environments; innovative practices in ICT and school transformation; and the development of Professional Standards for Advanced Teachers and Principals.

Sheree has held the position of Vice President Secondary in the Tasmanian Principals Association for 4 years and is currently the Deputy President of Australian Secondary Principals' Association (ASPA).



SYNOPSIS OF PRESENTATION

The modern day school leader needs to be aware of the national scene and the policies and programs that are being developed by the federal government. This session will update participants on a range of programs that are being introduced at the national level over the next few years including the National Curriculum, the Building the Education Revolution and Principal Standards.

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CONFERENCE PRESENTERS

Friday 12th June 2009

BREAKFAST KEYNOTE PRESENTATION

TIM COPE ADVENTURER AND AUTHOR



ON THE TRAIL OF GHENGIS KHAN

Tim Cope - National Geographic Adventure Honoree 2007, Australian Adventurer of the Year 2006 - is an adventurer from Gippsland, Victoria, who has dedicated himself to sharing his personal discoveries with the wider community. This has become his profession with the writing of books, making of documentaries, and professional speaking. Most recently (2004-2007) he travelled for three and a half years by horse from Mongolia to Hungary on the trail of nomads made famous by Ghengis Khan in what Australian Geographic billed as "one of the greatest journeys of modern times". In what can only be described as an epic, Tim encountered challenges ranging from physical hardship in extreme environments (-50 degrees to +50 degrees), coming to terms with the need for patience and resolve when the journey ballooned from an 18 month plan to more than three years, and then not only confronting dangerous situations but death itself when his father was tragically killed in a car accident.

He is the author of *'Off the Rails'* (released by Penguin in April 2003), and was behind the making of *'Off the Rails: On the back roads to Beijing?'* a documentary for the ABC, and *'The Yenisey Expedition'* for the National Geographic channel. His stills, which have been published by Australian Geographic, National Geographic Adventure and many other publications, are used as an important tool in his presentations.

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KEYNOTE PRESENTATION

PROFESSOR PATRICK DUIGNAN

LEADERSHIP PRESENCE AND INFLUENCE RELATIONSHIPS – UNLEASHING THE ENERGY AND TALENTS OF PEOPLE IN YOUR ORGANISATION

Emeritus Professor Patrick Duignan is passionate about leadership and is a highly sought after international consultant on leadership development and formation. During his career Patrick was a teacher, deputy principal, principal, lecturer, professor and dean in tertiary institutions in Australia and overseas. An internationally acclaimed speaker, in 2008/2009 Patrick will inspire leaders through presentations and workshops in government and non-government education systems and schools across Australia as well as in New Zealand, Scotland, Canada, Vietnam and Cambodia. He is widely published in national and international refereed publications. He is co-editor of *'Leading Australia's Schools'* (2008), and author of *'Educational Leadership - Key Challenges and Ethical Tensions'* (2006). His leadership research and development projects include the areas of leadership in education, health and welfare. For further details visit Patrick's website at www.leadingtoinspire.com.au



SYNOPSIS OF KEYNOTE ADDRESS

Patrick will define leadership as an influence relationship and argue that the quality of a leader's presence in his/her relationships will determine the degree of his/her leadership influence. He will explore the concept and practice of 'presence' in leadership from a number of dimensions. He will also examine and discuss the conceptual and practical linkages among the terms leadership, relationships, presence and influence. He will also offer practical advice on how leaders can strengthen their presence in their relationships and, thereby, make a bigger positive difference in their 'fields of influence'.

CONCURRENT PRESENTATIONS

1. PROFESSOR PATRICK DUIGNAN

AUTHENTIC EDUCATIVE LEADERSHIP FOR AUTHENTIC TEACHING AND LEARNING

SYNOPSIS OF CONCURRENT SESSION

One of the key challenges for educational leaders is to influence what really matters in schools – the quality of learning and of student outcomes. Much contemporary research concludes that educational leaders can only indirectly influence these factors. While this may be partly true, Patrick will argue that this particular view is based on a linear and too narrow view of influence relationships. He will argue that educative leaders operate through complex, multi-dimensional and dynamic fields of influence and he will then suggest that this perspective has specific implications for how they go about influencing what happens in classrooms.



2. **JO MASON** **PRINCIPALS' AUSTRALIA, MINDMATTERS PROJECT**

STAFFMATTERS

Jo Mason is from Principals' Australia and has been working on the MindMatters project for mental health for secondary age students since soon after it started in 2000.

Jo has operated as the project's National Coordinator during that time and now focuses on the strategic support and the development aspects of the website and the redevelopment of the MindMatters resource and its accompanying Professional Development.

Jo undertakes professional development on school and organizational implementation of mental health and well-being in major conferences across Australia and internationally. Jo has had as background in education for 23 years as classroom teacher, administrator and national project coordination as well as 10 years as Human Resource Manager and Business Manager in aged care and local government. Jo has also worked as a private consultant in Corporate Training and development and in Occupational Health and Safety.

SYNOPSIS OF CONCURRENT SESSION

StaffMatters looks at the mental health and well being for all our staff. The session considers the reasons for doing this - the connections to the well-being of young people and how the school can benefit from a professional development theme on staff mental health and well-being. We look at some of the activities and consider how critical principal health and well-being is to making it all work together.



3. **DR JOHN HATTIE** **PROFESSOR OF EDUCATION, AUCKLAND UNIVERSITY**

VISIBLE ASSESSMENT

SYNOPSIS OF CONCURRENT SESSION

Following from the Keynote on Visible Learning/Visible Teaching, this concurrent is more concerned with the attributes of Visible Assessment that follow. The session focuses on the major attributes of effective assessment, the focus of assessment for/or/as learning, and the importance of students being key in assessment reporting.



4. NATIONAL AND INTERNATIONAL FISHBOWL

NATIONAL AND INTERNATIONAL PERSPECTIVES ON EMPOWERING SCHOOL LEADERS

Participants

Leonie Trimper – President, Australian Primary Principals' Association
Sheree Vertigan – Deputy President, Australian Secondary Principals' Association
Gabrielle Leigh – President, Victorian Primary Principals' Association
Ernie Buttveld – President, New Zealand Principals' Federation
Liz Talmadge - Executive Headteacher, Federation of Schools, UK

SYNOPSIS OF PRESENTATION

The role of the school leader in Western Australian schools is changing by the year. Central organisations are continually devolving the management, the human relations aspects and the financial accountability to the school. It is anticipated that this move will accelerate over the next few years. However there are still many questions that need to be asked. Are we prepared for this change? Are there areas that schools should not be involved in? Will this change benefit the school and the students? How will school leaders cope with this change? This panel of experienced National and International educators will give their thoughts on how 'flexibility' is impacting upon schools in other parts of Australia, New Zealand and the UK and will provide delegates with the opportunity to voice their own questions.



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LUNCH KEYNOTE PRESENTATION



KERRY CUE AUTHOR AND NEWSPAPER COLUMNIST

LEADERSHIP YOUR WAY OR IT DON'T MEAN A THING IF YOU AIN'T GOT THAT ZING!!!!

Kerry Cue studied Science/Engineering at Melbourne University and taught maths and science for 10 demanding years before becoming a best selling author of 18 humorous and thought provoking books including *Life On a G-String*, *Australia Unbuttoned* and *I Left My Heart in Chinkapook* and *My Knickers in New York* and her most recent book, *Forgotten Wisdom*.

A newspaper columnist for over 20 years, Kerry's columns have appeared in The Age, The Sydney Morning Herald, The West Australian, The Advertiser (SA) and The Courier Mail (Qld) among others and currently the Herald Sun (Vic) and The Canberra Times (ACT). She has made numerous recordings for the ABC. An electrifying speaker, Kerry travels around Australia energising audiences by showing them how to unburden the heart, unclutter the brain and have fun.

SYNOPSIS OF PRESENTATION

The position of school principal today is defined in such detail (think school charters, mission statements, privacy policy, discipline protocols, Public Private Partnerships etc) the pressure is on every principal to simply act out a role. *Do you want fries with that education?*

Self-belief is the electricity that powers education from the individual to the school community and it begins with you. To be a good leader, you've gotta have that 'Zing'.

In this humorous and insightful talk, Kerry will show you how leadership comes from feeling comfortable just being yourself and having faith in the individual qualities you bring to the job. Moreover, if diversity is to be celebrated in schools, then we better start celebrating it in ourselves.

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Wednesday, June 10, 2009

- 8:25 AM Welcome and Conference Opening
- 8:50 AM Official Opening by Governor Ken Michael
- 9:00 AM Address by Minister for Education - Liz Constable MLA
- 9:35 AM Keynote Presentations
- Primary Delegates will attend Keynote Address by Dr John Hattie –
Visible Teaching, Visible Learning, Visible Assessment
- Secondary Delegates will attend Keynote Address by Liz Talmadge –
Five Dimensions of Effective Educational Leadership
- 10:50 AM Morning Tea
- 11:30 AM Jason Clarke
Unlocking the 21st Century Mind
- 11:30 AM John Hattie
Visible Assessment
- 11:30 AM Liz Talmadge
21st Century Schools - A Plan For Children
- 11:30 AM Viviane Robinson
Your Leadership of Teacher Change and Development
- 1:00 PM Lunch
- 2:00 PM Keynote Address: Viviane Robinson
Five Dimensions of Effective Educational Leadership
- 3:25 PM Address by Director General - Sharyn O'Neill
- 4:00 PM WAPPA & WASSEA AGMs
- 7:00 PM Jason Clarke - Working with Parents
Raising 21st Century Minds

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Thursday, 11 June, 2009

- 8:15 AM Opening and Welcome
- 8:30 AM Address by Premier, Hon Colin Barnett MLA
- 9:10 AM Keynote Address: Dr Richard Boyatzis
Developing Emotional Intelligence and Competencies to be an Effective Leader, Executive or Manager
- 11:25 AM Keynote Address Part 2: Dr Richard Boyatzis
- 2:30 PM Workshop with Dr Richard Boyatzis
Emotional Intelligence in the School Setting
- 4:10 PM Address by the National Presidents:
Leonie Trimper (APPA) and Sheree Vertigan (ASPA)
- 7:00 PM Pre Dinner Drinks
- 7:30 PM - 11:30 PM Conference Dinner

Friday, 12 June, 2009

- 7:30 AM Breakfast Served
- 8:05 AM Breakfast Address - Tim Cope
On the Trail of Ghengis Khan
- 9:00 AM Presidents' Address
- 11:15 AM International Fishbowl
- 11:15 AM Jo Mason
StaffMatters
- 11:15 AM John Hattie
Visible Assessment
- 11:15 AM Patrick Duignan
Authentic Educative Leadership for Authentic Teaching and Learning
- 12:55 PM Welcome and School Performance
- 1:30 PM Lunch Address: Kerry Cue
Leadership your way or It don't mean a thing if you ain't got that Zing!!!!
- 2:30 PM Conference Close by Presidents