



Action Plan 2024

Our Goal: ACTPA operates by us and for us. We maintain pillars of wellbeing, advocacy, professional learning, and research and data to ensure the membership feel supported and developed. We aim to ensure that all Principals have a strong sense of a supportive community around them.

Our Purpose: ACTPA is the peak association for the principal class and is committed to its' membership. We commit to fostering excellence in educational leadership, advocating for better workload outcomes, promoting data-driven decision-making, facilitating continuous professional learning, and prioritizing the holistic wellbeing of all stakeholders. Through collaboration, innovation, and advocacy, we aim to create thriving professional communities where every individual can flourish.

This Action Plan outlines our commitment to serving principals and through ACTPAs' four pillars. Through focused efforts in wellbeing supports, advocacy, professional learning, and research and data, we strive to uplift educational leadership and enrich the lives of all involved.

Key targets for 2024:

1. **Prioritise Wellbeing, Workload and Workforce**
2. Support mechanisms for colleague principals from within ACTPA Executive (sourcing this from anywhere),
3. Links with Network Executives and PAG,
4. Affiliated membership of key **Business Managers Association** leadership to support early career Principals,
5. Immediate action on Principal Wellbeing and workload issues or inefficiencies,
6. Establish strong lines of communication to senior executives in the Directorate and the Minister for Education.

Advocacy pillar oversight: Senior Executive, Executive

Actions Table:

Action Item	Responsible Committee	Timeline
Lobbying for increased support for recruitment of teachers – e.g. <ul style="list-style-type: none">• Targeting graduating cohorts of teachers with ACTPA “pitch” to work in ACT Public Schools	Advocacy working group	T1-T4 2024
Advocating for support for Principal Wellbeing including workload <ul style="list-style-type: none">• Recommence discussion for action on ACTPA workload claims	Advocacy working group	T1-T4 2024
Develop and improve streamlining of the Directorates’ processes	Advocacy working group	T3-T4 2024
Engage in quarterly stakeholder discussions with CORPEX and the Minister	Senior Executive	T1-T4 2024

Workload reduction goals 2024

(Note: these are interlaced with Wellbeing and Workforce)

1. Lobbying for action items from ACTPA workload response,
2. Increase availability of school staff to decrease Principals workload,
3. Appoint a network support team to engage with Principals at Network meeting to establish Directorate based solutions **NOT** schools-based compliance,
4. Establish a ticketing system for enquiries so that schools know who and how to follow up on “lost” enquiries.

Research pillar oversight: Chris Jones; Simon Vaughan

Actions Table:

Action Item	Responsible Committee	Timeline
Implement data collection through ACTPA survey instrument	Co-Presidents	T2-T3 2024
Develop longitudinal data processing and storage	Data working group	T2-T4 2024
Establish data-sharing partnerships with stakeholders	Data working group	T3-T4 2024
Executive summaries of all relevant data sources	Data working group	T1-T4 2024

Goals 2024

1. Initiate responses to emerging data including media (media training),
2. Set positions against emerging issues via ACTPA data and Executive discussions,
3. Data informed executive summaries presented to CORPEX and Ministers Office,
4. Data targets for 2025 (eg. Reduction in Principal ill being supported by a structured approach co-sponsored by the Minister and the Education Directorate).

Professional Learning pillar oversight: Gareth Richards

Actions Table:

Action Item

Organize workshops that support Wellbeing

Facilitate funding for conferences

Source conferences on emerging educational trends for 2025

Provide opportunities for ongoing certification and training differentiated to levels of experience and utilising skills amongst current leadership cohort

Wellbeing and Workload goals 2024

1. PL targeting Principal wellbeing,
2. Strengthening connections with national bodies through APPA and ASPA,
3. Funding process for relevant conferencing,
4. Survey membership for a potential ACTPA conference in Term 4.

Responsible Committee

Timeline

Senior Executive

T1-T2
2024

Professional Learning working group

T2-T4
2024

Professional Learning working group

T3-T4
2024

Professional Learning working group

T1-T4
2024

Wellbeing pillar oversight: Oversight Annamaria Zuffo

Actions Table:

Action Item

Develop and distribute wellbeing resources from wellbeing days in Term 2 to broader Principals' group

Implement wellbeing approach

Foster a culture of work-life balance for school leaders

Establish support networks for mental health amongst Principals

Responsible Committee

Timeline

Wellbeing working group T2-T3 2024

Wellbeing working group T3-T4 2024

Wellbeing working group T1-T4 2024

Wellbeing working group T2-T4 2024

Wellbeing actions for 2024

1. Develop and distribute wellbeing resources from wellbeing Day in Term 2/3 to broader Principals' group,
2. Establish ongoing opt in wellbeing activity groups for membership,
3. Allocate selected support as needed from ACTPA executive,
4. Social events to promote networking with ACTPA.