

# 2019

## Annual Report



**WESTERN AUSTRALIAN PRIMARY  
PRINCIPALS' ASSOCIATION**



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## Karen Edge

*Over the last two years, I have become aware of the excellent work WAPPA is doing to support the lives of educational leaders across WA. The more I learn about your work, the more convinced I am that WAPPA has a role to play in sharing lessons from WA leaders to the rest of the world. There is much to learn from your approach and the impressive expertise and commitment of school leaders in WA. Congratulations on another successful annual conference. It was a true pleasure to participate and consider me a WAPPA fan for life!*

# Celebrating 2019

WA  
GOVERNMENT  
PRIMARY  
SCHOOLS  
HAVE A  
WAPPA  
MEMBER

85%

## 1,158

### STRONG MEMBERSHIP



**PRINCIPALS** 497

**DEPUTY PRINCIPALS** 438

**ASPIRANT** 97

**ALUMNI** 105

**OTHER** 21

## 2,245

REGISTRATIONS  
FOR WAPPA  
EVENTS & PL



FORMED  
THE  
**WAPPA**  
ALUMNI

## 208 EVENTS MANAGED

3,000+  
HOURS OF  
SUPPORT  
PROVIDED



**WAPPA**  
QUALITY LEADERSHIP  
QUALITY SCHOOLS

## LAUNCHED

Throughout the year the activities of the Association are shared in the Presidents Update, Leading Edge and WORDS magazines. So this year the 2019 Annual Report is about celebrating. You will be hearing from the people who work on behalf of and for the members. Celebrating our accomplishments and bringing connection to the heart of WAPPA. We are recognising excellence in others, their contributions, promoting fairness, showing understanding, inspiring others and building a stronger inclusive connected membership.



## Ian Anderson - President

It is my pleasure to present the 2019 Annual Report.

We have had an extremely successful year which has seen the development of our new strategic plan, record numbers of registrations to our professional learning events and the strong advocacy for primary education and school leaders.

I would like to thank our WAPPA Board Members for continuing to give freely of their time to represent and support our voice at both the state and national level. A highlight for me has been catching up with many members, at Chapter events, during school visits and of course at the conference.

We have ended this financial year welcoming more members to WAPPA and have introduced and welcomed our Alumni. Whilst still in its infancy, we see our Alumni members adding greatly to the support we give our members, as the Alumni will bring history and experience to the work WAPPA does.

I would like to make special mention and give thanks to our partners for the support they provide. It is through these strategic partnerships that we can offer a wide range of services to our members.

In closing, may I express my sincere thanks to the staff at the WAPPA Business Centre for their dedication and hard work to ensure that WAPPA is the Association best placed to meet your needs.

A big thank you to Marni, Margaret, Carolyn, Bree, Leon, Keryl, Ashley, Liesl, David and the members of our Support Line; Denise, Phillipa, Neil, Jan, Steve and Rudy.



## Lisa Criddle - Executive

2019 has been a successful year with many significant achievements. I have enjoyed meeting with members across regions and seeing the incredible work that our school leaders are doing in schools, their chapters and networks. I have continued to enjoy my role as Principal of Allendale Primary School and the success with our leadership in the Innovation Partnership Program focusing on strengthening the outcomes for Aboriginal students. A highlight for our team was being selected for a WAPPA Grant study tour which allowed four of our leaders to visit distinctive schools in NSW who are leading the way in aboriginal education.

I value my role on the Board where I continue the work I have been involved in as an active contributor to our great organisation. I have been a WAPPA member for 11 years, a Chapter Chairperson for 3 on the WAPPA Board from 2014 with 3 years on the Executive. I love to support members and value having a voice on what's best for all students including students with disabilities. I love working in the early childhood space and have contributed to reviewing WAPPA's key documents in this area. I have made significant contributions in the curriculum area, promoting professional learning across the state including the work WAPPA has developed in regional areas. Bringing WAPPA's leading professional learning and road shows to the regions is a key for our leaders which I continue to support and promote. I'm excited about 2020 and I look forward to leading our **Strategic Plan Big Rock, Communication** so that WAPPA continues to have a high profile and we celebrate and promote the great work that our members are doing.



## Dean Finlay - Executive

As Principal of Ocean Road Primary School, my role is to create an engaging, inclusive and responsive school climate and culture where everyone is a learner, everyone is a teacher and everyone has the opportunity to lead. I love to see people achieve great things and grow both as individuals and within teams.



I attended my first WAPPA Conference in 1996 and became a full member in 1998. I am an active supporter of the Association as a Chapter Chair, accredited coach, professional learning facilitator and most recently as an executive member of the Board. In 2018 I received my 20-year membership badge and I was honoured, becoming a Fellow of the Association.

I was privileged to be the convenor of the **2019 WAPPA Conference**. Our goal was to ensure that the theme "Effective Teams – Effective Schools" – would have a deep and lasting impact on leaders with a focus on others. This permeated throughout and I believe we achieved our goal. Feedback has been overwhelmingly positive with many reporting it was the best conference they have attended.

The 2019 WAPPA Conference would not have been the success that it was without the tireless work of the WAPPA team – Marni, Bree, Leon, Carolyn, Margy, Kaye and David; the conference committee, particularly Ashley and Ian; Karen Tighe and the incredible cast of speakers; our sponsors and partners; In 2020, I look forward to continuing my work on the WAPPA Board, serving the membership.

## Ashley King - Board Member

I am currently the Principal at Kingston Primary School in Australind and a proud WAPPA member. I have worked in both the private and public education sectors and I started my Principalship with 25 students at Yalgoo Primary School in the Mid-West. I can still remember my first interaction with other WAPPA members in the Mid-West and how they supported me, boosted my confidence and gave some really good advice when I needed it. In 2019, for me things aren't much different, I still get the same great support, confidence boost and advice because 20 years later we still need it. I have been a WAPPA Board member for 5 years.

I have also been fortunate enough to work on secondment for WAPPA for two and half years. It was a privilege to design and deliver **WAPPA's professional learning programs** over this period as well as work with our conference committee for the last few years. I am particularly proud of WAPPA's most recent relationships with external providers such as Edith Cowan University, International School Leadership, Roche Martin, Franklin Covey and Fierce Inc. My ambitions for WAPPA still lay with the development, support and



encouragement of outstanding school leadership through our professional learning, support programs and of course our annual conference.

In 2020 I am looking forward to building a bigger and better conference as well as continuing to support, mentor and coach WAPPA's next generation.

## Jo Stephens - Vice President

Wow - 2019 has been an exciting time to be a leader in the public system. I feel so privileged to be working with our children, our wonderful Ocean Reef community and leading my brilliant team at Beaumaris. I have heard this sentiment from many members this year and it is so wonderful to hear.

I love every day of my job, even though a feeling of 'overwhelm' is experienced every now and again. To mitigate this I find that practising mindfulness has been very helpful. Like many other WAPPA members, I started a course with Dr Johanne Klapp a few years ago and now do 5 minutes of meditation every day. I hope others are keeping up the practice too! **WAPPA's Wellbeing Committee** piloted a great program this year in conjunction with Mindful Meditation Australia. Look out for the LEST program which will help all leaders ease stress and tension with some great mindful techniques.

You will all have had incremental wins this year and you should feel a sense of satisfaction. I practised a strengths based review of the year and I find that this is a fabulous way to recap, recoup and revisit your celebrations.

I have enjoyed liaising with our membership and representing you. I will continue to do this with my 'ever-ready battery' enthusiasm throughout 2020. I encourage you to call or email me, I will always make time for you or I will direct you to the right place. We have amazing humans here to help support you at WAPPA.

One moment I won't forget in 2019 was shaving my head for Leukaemia research, which I did to support one of my Year 5 girls, Ayla. We raised a lot of money and Ayla and I have been monitoring our 'dos' ever since! This photo was taken 7 weeks later. I embrace the silliness these days, as life is too short. I wish you all a fabulous end of year and a great start to the next. Go us!



# Our Leaders

## Keryl Caird - Vice President

My commitment to WAPPA began many years ago after meeting several influential colleagues who now remain my mentors. I was co-opted to the Board as a deputy to work on curriculum and teaching and learning. As a Board member my vision and commitment has always been to support and advocate for our members. As Vice President I have been able to support in leading the Association to have a voice and influence at many levels. Preserving the professional stance of our Association will always be at the forefront of my dedication to WAPPA and I was honoured last year to become a Life Member. My gratitude for the collegiality and sense of belonging at WAPPA is never ending.

The future of our profession is in the hands of our emerging and highly engaged current leaders. Strong and effective leadership is needed to achieve the desired outcomes for education. In 2020 the WAPPA Professional Learning direction will be to build on the high quality professional learning and continue to improve the delivery across the state. WAPPA knows it is critical for school leaders to ensure capacity building opportunities are available to all staff to ensure maximum impact in classrooms and at a

whole school level. We have programs which support **leadership growth and development** for individual members and their teams. I am excited for the year ahead as WAPPA continues to be a high performing, connected and successful Association for its members.



## Gary Crocetta - Board Member

I have been a committed member of WAPPA since I first became a Principal at Nyabing PS in 1993. I have fond memories of our chapter meetings in Lake Grace. I was fortunate to be surrounded

by a group of enthusiastic, relatively inexperienced yet highly committed and passionate education leaders. On reflection what this experience taught me is that being a primary school Principal is a human endeavour. We are a diverse bunch and our strength lies in our ability to support each other and acknowledge our diversity as a strength.

I have had an extremely fortunate career, having worked in the Pilbara, Midwest, Wheatbelt and South Metropolitan regions. I have worked as Principal in level 3, 4, 5 and 6 schools and am currently the Principal at Tuart Rise Primary School in Baldivis. In 2020 I look forward to learning more about how to lead Tuart Rise Primary School as enrolments head towards 900 students.

Throughout my journey, WAPPA has always played an important role, advocating on my behalf for public primary education, providing me with individualised support and advice, and events in which I have made friends and created networks.

Today WAPPA continues to be relevant in supporting the profession through its **Support Line, legal representation of members, chapters and networking opportunities**. In a world of ever increasing complexity, it is good to know that as a WAPPA member, there will always be someone there for me when I need them.



## Melanie Hancock - Board Member

I have been an enthusiastic WAPPA devotee since the moment my then Principal took me along to my first conference as an aspirant 8 years ago. I was immediately attracted to the atmosphere of collegiality, open and honest conversations, free flowing advice and sharing of ideas.

I have attended every conference since and still get the same feeling of belonging, only now I have the opportunity as a Board Member to pay it forward to our aspirants and new members. Despite all of the amazing things WAPPA can offer our members, the conversations I have about why people value their membership always comes back to this sense of collegiality and belonging. Our strength comes in supporting and celebrating each other. It is about recognising and enhancing the capacity of our future leaders, while learning from the expertise and experiences of those who have already served.

WAPPA has formalised this with the **WAPPA7s and the Alumni**. WAPPA7s aims to bring together and harness the talents of members that are at the beginning of their careers, while our Alumni recognises the expertise of the giants that came before us. Both groups represent different ends of the spectrum of leadership and demonstrate the value we place on recognising the journey we take together as members of WAPPA.

In 2020, I am looking forward to continuing my role as Principal of Northampton District High School. I feel blessed to love my school and my job. I also look forward to my third year on the WAPPA Board and my 8th as part of a fantastic organisation. I believe that we have a lot that we can achieve together and I am excited to be working with members that are as keen to make a difference as I am.





# Our Leaders

## Michelle Nash - Board Member

As a WAPPA member since 2013, I am looking forward to the opportunity ahead; positively contributing to, and enhancing our profession as a newly appointed WAPPA Board Member. I am an immensely passionate foundation Deputy Principal at Oakwood Primary School, and my professional purpose is guided through a strong desire to deliver excellence in education through dynamic leadership, aligning with **WAPPA's vision and mission of progressive leadership**, that directly influences educational outcomes.

My drive is echoed throughout the WAPPA membership base and it is a privilege to advocate for school leaders, serving the members throughout the state through this wonderful organisation. For me, school is the most rewarding place to be and I am looking forward to 2020 and another year doing what I love the most.



## Julie Simpfendorfer - Board Member

WAPPA has been a great support for me over the 7 years of my membership and it is a pleasure to be able to give back to WAPPA since joining the Board this year.

I started as an Aspirant Member and the support that WAPPA has given my leadership journey has been terrific. **My WAPPA Mentor** generously gave her time to help me through the process of becoming a Deputy. As a Board Member I am keenly aware of the needs of aspirant members and Deputy Principals. Whilst I am currently working as a fixed term Principal, my substantive position is Level 3 Deputy and I keep this at the front of my thoughts. I value the fact that WAPPA is an organisation that can meet the needs of all school leaders at all levels.

Since WAPPA members have so generously given their time to help me, I have been very pleased to be a **WAPPA Coach**, working with other members to help them achieve their best. I am looking forward to continuing to work with the Board to strengthen coaching and mentoring within WAPPA to ensure all members are able to work at their highest capacity. By helping our members develop their capacity and reaching out to help their colleagues, WAPPA provides the support we all need as school leaders. The support we offer each other is one of the strengths of WAPPA.



## Aaron Young - Board Member

This is my 20th year in WAPPA and I'm proud of our organisation that represents our members across WA, working together to make a difference. This is a critical time for our profession. The role of the Principal class has increased in volume and complexity, but so has our influence. Our importance and role within schools, regions and learning communities has never been greater. Collectively, we have a strong voice and our strategic plan acknowledges this by highlighting **Advocacy as a Strategic Focus**.

WAPPA will continue to advocate for our key role within the education system, and for our unique insight into learning. As educational leaders who are at the coal face of learning, we are immersed in the reality of public education, surrounded by kids and teachers, support staff and parents; all the while staying connected to cutting edge research and practice, and finding ways to make it happen in our schools. WAPPA advocates for our voice at the table of WA education policy, governance and planning that is equal to our influence.

I also see the tremendous value of our Association in its advocacy for us as a profession and for us as individuals. I have appreciated the leadership of our President and Senior Executive during challenging times. I have also leaned on the support and sage advice of WAPPA staff and Help Line Members on legal issues and professional counsel.

The Association is us, and we all have a role to play. I look forward to working with you in serving the Association and advocating for members, our profession and the great work of WAPPA.



## Securing our Future

"We are on a quest to build stronger inclusive membership, with effective connection, ensuring the purpose and relevance of all undertakings for each of our members and the profession"

- Western Australian Primary Principals' Association Board

# Our Strategic Plan

## Our Strategic Focus

Since launching our strategic plan at the beginning of 2019, we have been strengthening our commitment for greater connection at all levels of the Association. We have increased our capacity to support members with coaching and mentoring programs, Wellbeing, Alumni and WAPPA7s, all designed to improve our connection.

## Our Objective

To be the Professional Association of choice for primary school leaders with a genuine commitment to relevance, inclusivity, transparency, wellbeing and clear channels of communication. We aim to have the influential voice and be the respected authority for public education, providing strategies for leadership and advocacy for the profession by the profession.



# 2021

Established Temporary Exchange Programs

Established communication structure to lobby for change

Achieved WAPPA membership in 95% Government Primary schools

Modernised the WAPPA website

Reviewed structure of chapter engagement

Wellbeing foundation / framework established

Certificate 2 of ISL program with half masters credit

# 2020

Reviewed WAPPA policy and position papers

Established relationship strategy for influencing external parties

Structured support services for members

Introduced community minded charitable event

Clearer benefits to all members

Implemented Marketing Plan

Implemented Annual Professional learning programs

# 2019

Established mentor / coach program

Introduced Leaders - Easing Stress and Tension Program







## Our Members

The WAPPA Business Centre is here to support our members in many different ways. We facilitate events, conduct professional learning, host chapters, committees and collegiate groups, always ensuring connection and communication at all levels. This year the WAPPA Business Centre team, were also asked to reflect on the year.

### Marni Hill - General Manager

As the newest member to the WAPPA Business Centre team, I knew that coming into my role as the General Manager was going to be an exciting new challenge and I was ready, or so I thought. My first week was certainly an illuminating experience. So many different things to learn; the acronyms, the terminology. One of the greatest things I have found in my short time here is seeing the absolute dedication, passion and commitment of everyone at WAPPA. The Board, the staff and the members and the connection everyone shares to support their colleagues, schools and communities is driven from the top down and the ground up. I have never worked in an organisation that conducts its everyday activities, while living and breathing its commitment to the values, purpose, mission and vision which is clear in every action and decision made.

The WAPPA Business Centre will continue focussing on delivering the Strategic Operational plans. The Mentoring, Coaching and Wellbeing programs are underway. We are reviewing the support services and benefits for members and finding ways to increase and improve those for you. Our professional learning and events calendars for 2020 are in final planning stages so you can save the dates in your busy schedules.

It has been my absolute pleasure to become a part of WAPPA and I look forward to working many years with our fantastic WAPPA Business Centre team, our dedicated Board and, of course our, magnificent members.

### Liesl Quince - General Counsel

It's six years since I joined the WAPPA team, but I'm still amazed by members' enormous dedication to their schools and communities. I'm reminded daily that school leadership is not a job, but an often 'round-the-clock' commitment to students, staff, parents and public education. Certainly, it's not work for the faint of heart!

School leaders balance a range of delicate situations every day; student behaviour, social media issues, mandatory reporting, staffing complications, family court orders, duty of care responsibilities, parental concerns, Board disputes, performance and discipline matters, information access ... and the list goes on. It's important that assistance is readily available to school leaders as these matters arise. It's a privilege for me in my role as General Counsel to provide that assistance, offering legal and policy guidance and collegial support. In 2019, the best part of my role was the opportunity to stand with members as they went through difficult times - and remain with them as they came out the other side.

In 2020, I look forward to working closely with members and strengthening relationships with the Department of Education to ensure better outcomes for school leaders.



## Keryl Caird - Director of Professional Learning

What a pleasure it has been to join the WAPPA Business Centre Team as Director of Professional Learning this term. I have been grateful to have had the opportunity to follow in Ash King's footsteps and carry on the fantastic work he has set up.

School leaders have been able to access a suite of programs this year. Our Aspirant Programs such as the Leadership Preparation Program, Making the Leap and the International School Leadership have all had a positive impact for members. Dr Paul Swan's Maths Impact Project created synergy and engagement of participants and I look forward to being part of the Project again in 2020. As a learner and facilitator in the Executive Leadership Series I have found a new dimension to my own professional learning. Working with 7 Habits has been exciting and has had a positive impact on my own professional growth.

The highlight of my term in at WAPPA is being part of a professional and dedicated team at the WAPPA Business Centre. The Conference was a true indication of the teamwork and excellent service provided to members. I look forward to 2020, supporting the provision of high-quality professional learning services to members.

## Margaret Last - Finance Officer/ Membership Support

I have been working at WAPPA for 10 years now, wow how time flies! During my time, my role and the Association has seen quite a number of changes and I was involved in ensuring that all the current accounting regulations are adhered to.

As part of those changes I completed my bookkeeping qualifications and am looking to progress this further to better support WAPPA. I am looking forward to 2020 when we hope to have more streamlined processes introduced which will allow us to dedicate an even more personal approach to our members and their support.

## Leon Miller - Technology Officer

As the Technology Officer at WAPPA, my main role is to help the WAPPA Business Centre provide services and support to members, predominately behind the scenes.

If everything works fine: "What do you get paid to do?" and if something isn't working: "What do you get paid to do?"

When I'm not fixing the urgent issues that occasionally pop up, I'm continually building and improving upon the systems to better provide the member services and support to members. Recently, a lot of work has gone in to the back end of WAPPA's systems and platforms in preparation for upgrades and changes.

These foundations now hold all of our member and stakeholder data. The next steps will be to improve on the front end systems, to allow more flexibility, better connection, communication and information between WAPPA Business Centre and the membership.

## David Hewitt - Wellbeing Officer

My current role with WAPPA is a Wellbeing Officer, looking after member's wellbeing as well as supporting members' professional relationships. One thing I love about working at WAPPA is simply the privilege of working in partnership with our members. I was delighted that this year we have formalised two new groups of members – the WAPPA Alumni (our retired members) along with WAPPA7s – members in the first stages of their educational leadership journeys. In 2020 I am looking forward to ensuring that all WAPPA members feel strongly connected with and supported by their Association.

## Carolyn Hanham - Administration Officer

I have been working at WAPPA for 18 months and the team spirit within the WAPPA Business Centre and from all the members is what I enjoy about coming to work every day.

Within my role I coordinate the Professional Learning, Collegiate & Committee Group, external and Board meetings. On top of that I manage the catering and most importantly, ensure that the coffee machine is ready for the early morning coffee when you arrive.

I enjoy the communication with the members when organising these functions, meetings or events. 2020 is going to be another year filled with great Professional Learning, collegiality and another amazing conference and I look forward to assisting all members and being your first point of contact with you when you call us at WAPPA.

## Bree Finlay - Communications & Marketing

I have been a part of the WAPPA family for 18 months now. I can honestly say I look forward to seeing my colleagues in the Business Centre everyday. We are so lucky to have such a fantastic team that works so well together, always laughing and never sweating the small stuff.

As the title would suggest, my role covers a huge range of tasks, which is definitely my favourite part of the job. Just a few aspects include assisting bringing the Conference together each year as well as other events throughout the year, creating the quarterly WORDS magazines and of course working with the team to create publications just like this one.

I enjoy working hard and being proud of what I produce and deliver for our members. I also love being able to share some of the amazing stories that I come across while doing that. I am looking forward to doing so again next year.

# Members Supporting Members

WAPPA has a number of groups that work to bring support and benefits to the members. Some of these groups are more structured with committees and terms of reference while others are less formal with a focus on collegiality, networking and support.

## Support Line

Stephen Breen

The Support Line (Denise Hilsz, Phillippa Berkhout, Neil Taylor, Jan Applin, Stephen Breen & Rudy Rybarczyk) is here to answer your questions and inquiries on a daily basis. It is great to hear from members for a chat over the challenges that are priorities within their schools. Enquiries range from staffing issues, availability for coaching and mentoring, bullying by parents and online issues with students just to name a few.

The Support Line is a WAPPA service that is available to all members who simply want to talk over an issue with a third party and bounce some ideas around for a solution.

During the holiday break the Support Line and WAPPA Business Centre took the time to review the service and benefits we offer to ensure members have the best access available. Small changes will be announced in the future with members assured that if they have a problem there is always someone confidentially available to have a chat and if needed, be pointed in the right direction.



## Alumni

Phillippa Berkhout

The WAPPA Board is on a quest to build stronger and inclusive membership, with effective connection, ensuring the purpose and relevance of all undertakings for each member and the profession. (2019-2021 Strategic Direction).

With the above as a primary focus, a proposal was approved by the WAPPA Board to create a new membership class – The Alumni. This would effectively replace Retired membership.

Why this change? Many retired members expressed that they still had strength in their bones and active brain cells that could be put to good use. Yes, they were retired but not yet out to pasture! Therefore, the aim of the Alumni is to increase ways for retired members to connect, especially given the wisdom, knowledge and experience of the group.

The level of involvement will be determined at an individual level. Although in the early days of development, such involvement may include supporting, mentoring, coaching, membership of WAPPA and/or Education Department Think Tanks and Working Parties, participation in collegial events, becoming a WAPPA advocate and relieving practising principals who may, for example, take leave, want to act up in a higher position or attend conferences and so on. In its exciting infancy, the Alumni is developing.



## WAPPA7s

Kylee Weadley

The development of WAPPA7s has been a valued and exciting initiative well received, by WAPPA members newly appointed or in leadership roles for 10 years or less. WAPPA's acknowledgment and call for feedback to identify ways to support the development of new leaders, building capacity and supporting career progression has led to conversations that encourage and support best practice educational leadership that can be implemented and sustained well into the future.

This year's WAPPA Conference offered the opportunity For WAPPA7s members to meet in a forum facilitated by Karen Edge. Discussions around leadership perceptions and realities led to highlighting what current evidence and research is telling us about how we can support and develop current leaders and leaders for the future. The opportunities for conversations and feedback was very positive and provoked a range of ideas and suggestions to support WAPPA's direction, strengthening their commitment to providing high quality best practice support for their members well into the future.

## Wellbeing Committee

### Suzanne Fisher

The WAPPA Wellbeing Committee has been developing a framework that will be an effective toolkit for members to embed wellness strategies across their school and within in their personal lives. We believe that 'well beings create wellbeing'.

The committee also agreed to pilot the LEST program with Brayden Zeer from Mindful Meditation Australia. This was a really beneficial program from the initial meeting with a nurse practitioner that was focussed on each individual participant through to creating a collegial tribe that checked in with each other through the term – an email just to say *hey, make sure you are being kind to yourself*, or a phone call to just say *hi*. We finished the program with a mental health check with a psychologist.

The importance of creating a personal and organisational health and wellbeing plan cannot be emphasised enough. I look forward to continuing working on the framework with the committee and seeing it become a well resourced and effective tool for the members.

## Collegiate Groups

### Rachel Monamy

The Red Collegial Group consists of twelve members, Principals and Deputy Principals, from across a wide spectrum of schools; metropolitan, regional, Levels 3, 4 and 5.

Forming in 2018, our first year saw us bond as a group of individuals, all of whom were at varying stages of our lives and careers, and develop a plan for professional learning for 2019 based on mutual need. Though our group was initially connected based on the serendipity of timing – right time, right place – we have become each other's supports, mentors, confidantes and friends.

Accessing a Leading from the Front grant for 2019 allowed us to pursue the '7 Habits of Highly Effective People' suite of professional learning, facilitated by WAPPA. The opportunity to engage in this course as a group has enabled us to develop personally and professionally alongside each other, sharing our learning on the journey of leadership. We look forward our continued support of each other into the future.

# Celebrating Our Members

WAPPA acknowledges the dedication of the following members who have achieved these milestones in their membership and in their commitment to WAPPA. Through our members we are able to deliver our vision to shape the future of education through effective progressive leadership.

## Life Members

The following members are recognised for their outstanding service to WAPPA

Alan Beard  
Alec Bergl  
Alexandar Bergl  
Barry Colvin  
Barry Jones ESM  
Bill Gaynor OAM  
Bob King  
Brian Kelly  
Colin Pettit  
Dave Nockolds (Dec)  
David Farquhar  
Dianne Hore

Don Blundell-Wignall (Dec)  
Don Hore  
Doug Booth  
Graham Cowell  
Jean Lynneham  
Jean Rice (Dec)  
Joan Weston (Hon Member)  
John Roberts (Dec)  
Keith Davies  
Keryl Caird  
Leigh Steedman  
Lloyd Wyss (Dec)

Mike Berson (Dec)  
Murray Paddick  
Nennie Harken (Dec)  
Peter Farrell  
Phil Ridden  
Rosemary Simpson  
Rudy Rybarczyk  
Spencer McKenna  
Stephen Breen  
Stephen Yates  
Tom Campbell  
Tony Misich OAM



# Celebrating Our Members

## 10 Year Members

Congratulations to our members who have been a part of WAPPA for 10 years

Adam Marchant  
Amber Ness  
Anita Graffin  
Brendon Wade  
Cameron Lindley  
Carlene Thorpe  
Clare Roser  
Damian Lloyd  
Daniel Del Casale  
Debbie Hyde  
Debbie Maher  
Di Fry  
Dianne Hall  
Donna Reid  
Eloisa Goss  
Garry Walker  
Gemma Larham  
Glen Duffield  
Gordon Murdoch  
Isobel Comrie  
Jacquee Ross

Jacqueline Miller  
Jayne Gorbould  
Jennette Maxfield  
Jennifer Dougan  
Joanna Ashby  
Jon Phillips  
Karen Macri  
Kate Lyon  
Kerry Buhner  
Kim Perkins  
Kylie McLerie  
Leonie Steere  
Lisa Gannon  
Lyn Dawson  
Lynne Herbert  
Malena Cahill  
Mark Batka  
Megan Barrett  
Mel Taylor  
Michelle Drage  
Michelle McKittrick

Michelle Murray  
Nicky Asgill-Tucker  
Nicole Duselli  
Paul Larkin  
Pedro Cruz  
Phill Hadley  
Rebecca Smyth  
Russell Hahn  
Sarah Dawson  
Shiona Hobart  
Simone Boccia  
Sonia Linkston  
Steve Routledge  
Steve Soames  
Sue Heath  
Sue Knight  
Suzanne Fisher  
Tony Shields  
Trish Ratto

## 20 Year Members

Congratulations to our members who have been a part of WAPPA for 20 years

Brendan Hodge  
Clive Reardon  
Dave Tennant  
David Roberts  
Jan Hepburn  
Jeremy Shepherd  
Jim Webb

Josh Jashari  
Julie Roberts  
Julie Tombs  
Justin Grasso  
Kath Grant  
Paul Luxton  
Robyn Willey

Russell Bembridge  
Stephen Green  
Terri Reid  
Tony Watson  
Warren Bell

# New

## Members in 2019

Welcome to our members embarking on their WAPPA leadership journey this year

Adam Mosconi  
Aleesha Meuleners  
Alisdair McGuffin  
Andy McLean  
Beth Rodgers  
Brett Cutting  
Brioney Smith  
Carmen Gallagher  
Cathy Allen  
Chris Sheridan  
Dane Franklin  
David Batt  
David Herbert  
David Lee  
Debbie Aylmore  
Debra Bearcroft  
Desley Spencer-James  
Erica Zis  
Fiona Farren  
Fiona Tamminga  
Hayley Kirkup  
Heather Fallo  
Helena Nicholson  
Jacqui Phillips  
Jennifer Broz  
Jessica Nicol

Jill Dodge  
Jillian Gorman  
Jodie Williams  
Joe Bell  
John Stewart  
Jonas Byford  
Jonelle Lorantas  
Jude McIntyre  
Karen Smith  
Kat Bavcevic  
Kelli Kilmurray  
Kelly McLagan  
Kerry Howard  
Kim Calabrese  
Kristie Pring  
Kylie Avery  
Lauren Milne  
Lee Berry  
Leigh Westcott  
Lesley Barrett  
Lia Long  
Lisa Anspach  
Lisa Harrison  
Loretta Clark  
Louise Carroll  
Louise Reich

Marianne Blythe  
Maribel Ward  
Megan Irving  
Naomi Greaves  
Narelle McKie  
Narrelle Thambipillai  
Nicole Borbas  
Paula Vardy  
Rachelle Lorimer  
Rebecca Instance  
Rebecca Viner  
Renae Hough  
Sadie Brayshaw  
Sally Baxter  
Sharna Avery  
Shenae Meier  
Sophie Eddie  
Susie Reeves  
Tammie Jones  
Tanya Truman  
Trina Clayton  
Trish Lee  
Vanessa Wainwright  
Vicki Kavanagh  
Vivien Stern  
Yvonne Darcey

# Recognising

## Valued Service to WAPPA

This year we honour another great milestone in services to WAPPA. Margaret (Margy) Last has completed 10 years of service as the Finance Officer. She has seen many changes in the Association over the years and has been instrumental in ensuring that members' interests are always given the highest of priorities. Congratulations Margy on your 10 years at WAPPA. We are all looking forward to working with you for the next 10 years.

# Our Financial Position & Performance

## Snapshot

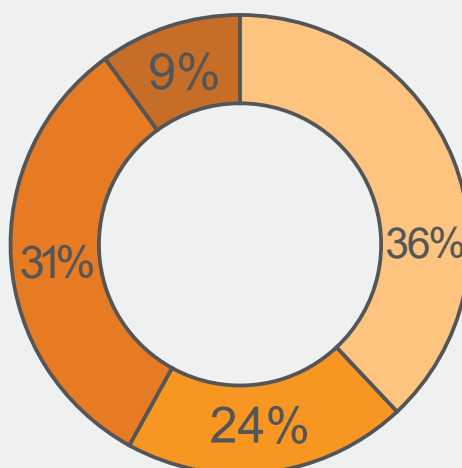
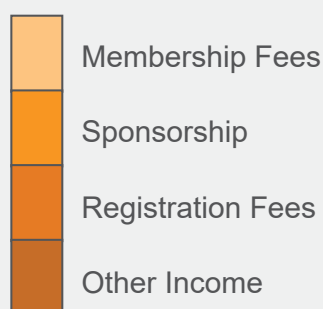
The following table is a snapshot of the Association's income and expenditure over the 2018/2019 financial year. We have compared this year to the previous two years on the following Statement. This year we have also included a detailed breakdown of the revenue lines. The WAPPA income is generated from a number of sources as shown on the chart. Having 64% of revenue generated from sources other than membership fees, maintains the stability for the membership and provides resources to further support, advocate and provide ongoing benefit to our members.

The 3 year comparison is important, and it shows the changes that have occurred during this time. The Financial Year 2019 & Financial Year 2017 both include a Conference event. The Financial Year 2018 did not, and this was because it was the year that the conference dates transitioned from June to August/September, effectively meaning that a conference event did not occur in that financial year.

## Statement of Profit or Loss and Other Comprehensive Income FOR THE YEAR ENDED 30 JUNE 2019

	12 MONTHS TO 30 JUNE 2019	12 MONTHS TO 30 JUNE 2018	12 MONTHS TO 30 JUNE 2017
	\$	\$	\$
<b>Revenue</b>			
Membership Subscriptions	1,006,158	962,940	1,320,128
Sponsorship (Inc. Conference)	679,260	84,260	538,021
Event & PL Registration Fees	854,150	118,789	552,676
Interest & Other Income	250,136	333,320	409,755
<b>Revenue Total</b>	<b>2,789,704</b>	<b>1,499,309</b>	<b>2,820,480</b>
<b>Expenditure</b>			
Employee expenses	(1,099,254)	(1,043,704)	(1,120,806)
Depreciation & amortisation expense	(86,064)	(85,778)	(56,197)
Event Facilities Expense	(701,908)	(62,011)	(583,299)
Travel and Accommodation	(70,814)	(48,682)	(52,059)
Affiliation and Member Support	(224,230)	(172,688)	(231,301)
Presenter and Consultancy fees	(148,700)	(168,260)	(134,163)
Administrative expense	(210,957)	(340,486)	(392,669)
Other expenses	(230,232)	(146,287)	(180,646)
<b>NET PROFIT/(LOSS) BEFORE TAX</b>	<b>17,545</b>	<b>(568,587)</b>	<b>69,340</b>
<b>INCOME TAX EXPENSE</b>	<b>-</b>	<b>-</b>	<b>(165,941)</b>
<b>NET PROFIT/(LOSS) FOR THE PERIOD</b>	<b>17,545</b>	<b>(568,587)</b>	<b>(96,601)</b>
<b>TOTAL PROFIT AND LOSS AND OTHER COMPREHENSIVE INCOME</b>	<b>17,545</b>	<b>(568,587)</b>	<b>(96,601)</b>

## Revenue Breakdown





## Comparing the Years

On the surface the comparison of Financial Year 2018 and Financial Year 2019 shows a significant and disproportionate variance. There are two main factors that affect this distortion. We had the Financial Year 2018, where there was no Conference and we then had the Financial Year 2019 hosting the much larger APPA Conference which inflates the variance even further. All income and expenses itemised for specific events earned or spent in the Financial Year prior to the actual event being held, are moved out and entered into the financial year in which the event is being held. However, what isn't proportioned or moved in the same way are the overheads / administrative expenses of the Association as these costs remain constant year in year out.

The Financial Year 2019 has returned to surplus and the budget set for the Financial Year 2020 is following that same path with a budget surplus forecast.

If you have any questions in relation to this snapshot, or if you wish to review or discuss the full audited financial statement's along with all the accompanying notes, please email Marni Hill General Manager [mhill@wappa.net.au](mailto:mhill@wappa.net.au)

Members can request a complete copy of the audited financial reports.

## Statement Of Financial Position AS AT 30 JUNE 2019

	30 JUNE 2019	30 JUNE 2018	30 JUNE 2017
	\$	\$	\$
<b>CURRENT ASSETS</b>			
Cash and Cash Equivalents	303,020	930,140	434,385
Special Purpose Funds	3,956,000	4,156,000	4,200,000
Trade and Other Receivables	93,288	165,648	8,572
Inventories	6,098	10,063	18,672
Other Assets	344,718	456,571	19,355
Current Tax Asset	3,310	9,967	34,372
<b>TOTAL CURRENT ASSETS</b>	<b>4,706,434</b>	<b>5,728,389</b>	<b>4,715,356</b>
<b>NON-CURRENT ASSETS</b>			
Loan Receivable	81,192	81,192	81,192
Property, Plant and Equipment	1,980,708	2,039,633	2,037,718
<b>TOTAL NON-CURRENT ASSETS</b>	<b>2,061,900</b>	<b>2,120,825</b>	<b>2,118,910</b>
<b>TOTAL ASSETS</b>	<b>6,768,334</b>	<b>7,849,214</b>	<b>6,834,266</b>
<b>CURRENT LIABILITIES</b>			
Trade and Other Payables	328,895	796,582	152,551
Unearned Revenue	589,830	1,050,122	17,903
Provision for Employee Benefits	84,888	51,493	82,605
<b>TOTAL CURRENT LIABILITIES</b>	<b>1,003,613</b>	<b>1,898,197</b>	<b>253,059</b>
<b>NON-CURRENT LIABILITIES</b>			
Provision for Employee Benefits	9,161	13,001	30,605
<b>TOTAL NON-CURRENT LIABILITIES</b>	<b>9,161</b>	<b>13,001</b>	<b>30,605</b>
<b>TOTAL LIABILITIES</b>	<b>1,012,774</b>	<b>1,911,198</b>	<b>283,661</b>
<b>NET ASSETS</b>	<b>5,755,560</b>	<b>5,938,016</b>	<b>6,550,602</b>
<b>EQUITY</b>			
Operation Reserve	1,062,500	1,135,000	1,135,000
IT Capital and Infrastructure Reserve	1,265,000	1,265,000	1,265,000
Advocacy Reserve	672,500	800,000	800,000
R&D Reserve	456,000	456,000	500,000
Promotional Reserve	500,000	500,000	500,000
Asset Revaluation Reserve	929,480	929,480	929,480
Accumulated Funds	870,080	852,535	1,421,122
<b>TOTAL EQUITY</b>	<b>5,755,560</b>	<b>5,938,015</b>	<b>6,550,602</b>

## Western Australian Primary Principals' Association Executive Committee Declaration

In the opinion of the Executive Committee of Western Australian Primary Principals' Association:

- (a) The accompanying Statement of Profit or Loss and Other Comprehensive Income is drawn up so as to give a true and fair view of the results of the Association for the year ended 30 June 2019;
- (b) The accompanying Statement of Financial Position is drawn up so as to give a true and fair view of the state of affairs of the Association as at 30 June 2019;
- (c) At the date of this report there are reasonable grounds to believe that the Association will be able to pay its debts as and when they fall due; and
- (d) The accompanying financial report complies with the Associations Incorporation Act 2015 (WA)

Signed in accordance with a resolution of the Executive Committee of Western Australian Primary Principals' Association

  
\_\_\_\_\_  
IAN ANDERSON - PRESIDENT

Dated at Perth this 26<sup>th</sup> day of September 2019

## Independent Auditor's Report

### To the Members of Western Australian Primary Principals' Association

Bentleys Audit & Corporate  
(WA) Pty Ltd  
London House  
Level 3,  
216 St Georges Terrace  
Perth WA 6000  
  
PO Box 7775  
Cloisters Square WA 6850  
  
ABN 33 121 222 802  
  
T +61 8 9226 4500  
F +61 8 9226 4300  
  
[bentleys.com.au](http://bentleys.com.au)

#### Opinion

We have audited the accompanying financial report, being a special purpose financial report, of Western Australian Primary Principals' Association ("the Association"), which comprises the statement of financial position as at 30 June 2019, the statement of profit or loss and other comprehensive income and the statement of changes in equity for the year ended on that date, notes comprising a summary of significant accounting policies and other explanatory information, and the executive committee declaration.

In our opinion, the financial report of Western Australian Primary Principals' Association presents fairly, in all material respects, the financial position of Western Australian Primary Principals' Association as at 30 June 2019 and of its financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements, and the requirements of the Associations Incorporation Act 2015 (WA).

#### Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about whether the financial report is free from material misstatement. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Association in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional and Ethical Standards Board's *APES 110 Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### Basis of Accounting

Without modifying our opinion, we draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist Western Australian Primary Principals' Association to meet the requirements of the Associations Incorporation Act 2015 (WA). As a result, the financial report may not be suitable for another purpose.



# Independent Auditor's Report

To the Members of Western Australian Primary Principals' Association (Continued)



## Other Information

The committee is responsible for the other information. The other information comprises the information included in the Association's annual report for the year ended 30 June 2019, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

## Committee's Responsibility for the Financial Report

The committee of Western Australian Primary Principals' Association are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the Association Incorporation Act 2015 (WA) and is appropriate to meet the needs of the members. The committee's responsibility also includes such internal control as the committee determines is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the committee is responsible for assessing the ability of the Association to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the committee either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

## Auditor's Responsibilities for the Audit of the Financial Report

Our responsibility is to express an opinion on the financial report based on our audit. Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

# Independent Auditor's Report

To the Members of Western Australian Primary Principals' Association (Continued)



- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.
- Evaluate the appropriateness of accounting policies used based on the accounting policies disclosed in Note 1 and the reasonableness of accounting estimates and related disclosures made by the committee.
- Conclude on the appropriateness of the committee's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Association to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the audit. We remain solely responsible for our audit opinion.

We communicate with the committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the committee with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

**BENTLEYS**  
**Chartered Accountants**

**DOUG BELL CA**  
**Partner**

Dated at Perth this 24<sup>th</sup> day of September 2019

# Celebrating Our Partners

Our sincere thanks to our 2019 WAPPA Partners, who provide our WAPPA members and their school community with ongoing support throughout the year.



**KONICA MINOLTA**

**CHAMPION  
LIFE**

activated health education

**OSHClub**

*Outside School Hours Care*



**Teachers  
Mutual Bank**  
We put you first



**woods  
furniture**

We're for flexible learning

**CONCEPT *AV***

CONNECT INFORM INSPIRE

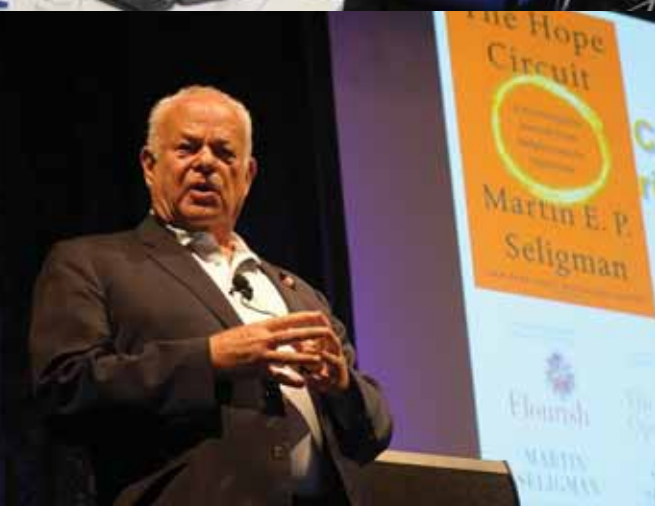


**fotoworks**

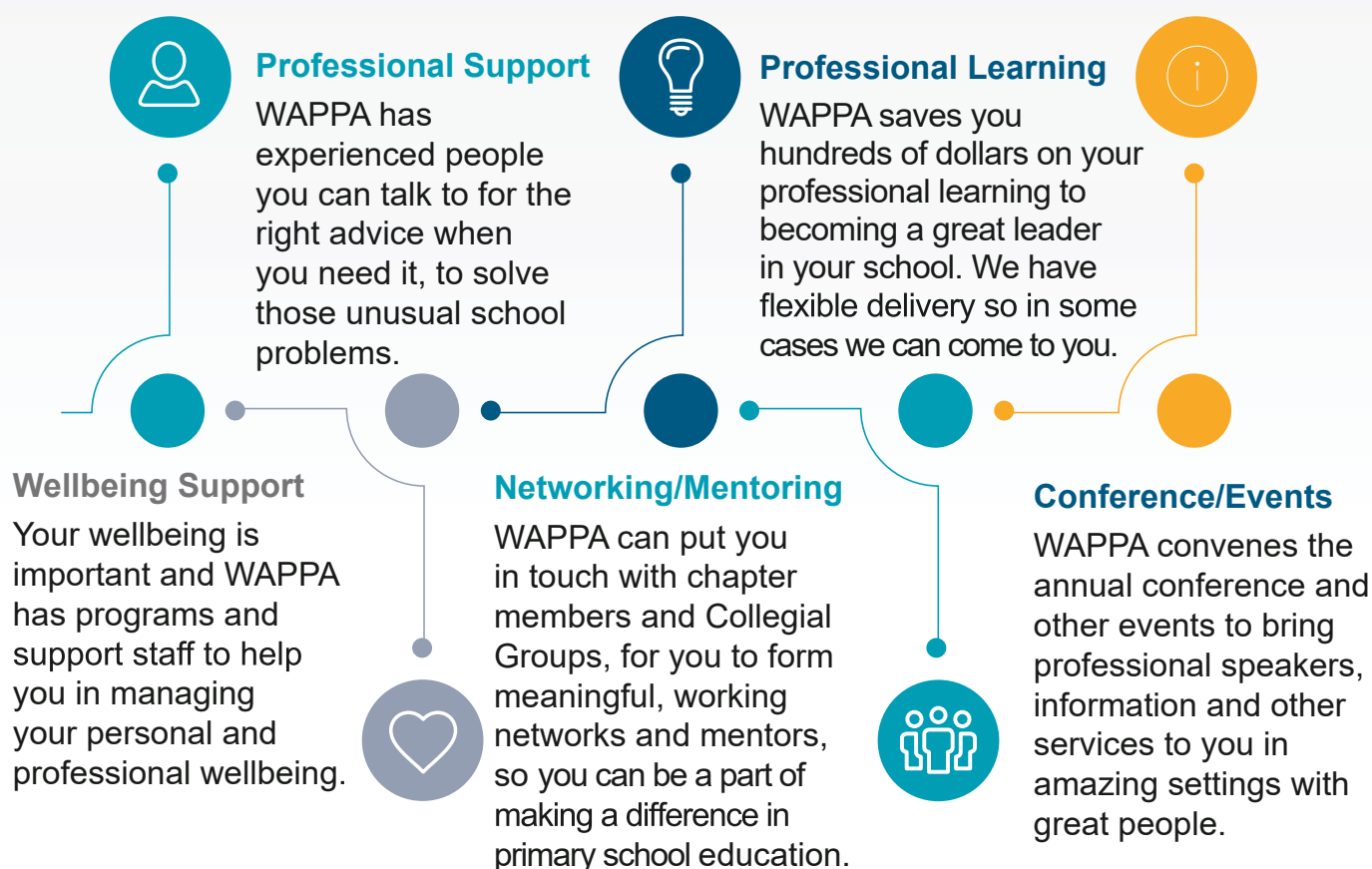


School Photography Specialists

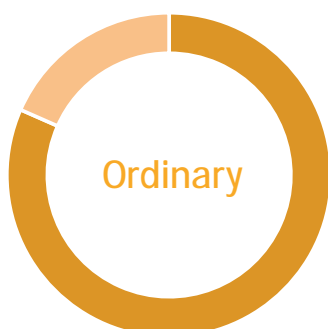




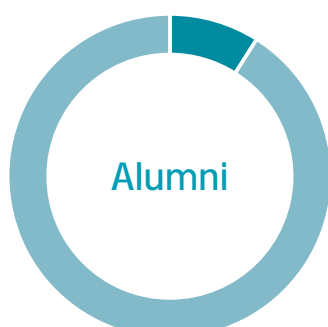




## Membership Categories



**Ordinary Members** - Principal and Deputy Principals of WA public schools with a primary component looking for support and association benefits.



**Alumni Members** - WAPPA now has an Alumni so when your leadership journey is ready for the change of pace, our Alumni members can still be giving to WAPPA members and receiving some benefits of remaining a WAPPA member.

# How WAPPA provides Support and Benefits for members

No matter where you are in WA or what path you wish to take on your Leadership Journey, WAPPA is here to help you achieve your professional goals.

## Legal Advice/Support

(Ordinary Members)  
WAPPA will support and help guide you if things start to get really difficult. We are here when you need us the most.



## Journey Insurance

WAPPA has you covered if you have an accident to and from work with Journey Insurance.



## Recognition

WAPPA has awards and grants to recognise and support the great work of our members.

## Partnership Discounts

WAPPA has partnerships with organisations that can provide discounts and benefits to you personally. Wills, taxation & accounting services.

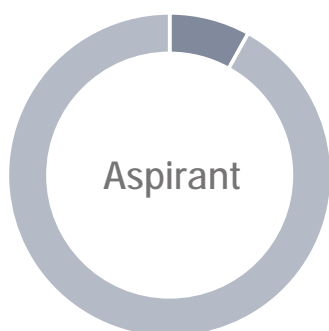


## Tax Deductible Fees

You may be eligible to claim a tax deduction for subscription to WAPPA as a Professional Association.

## TRBWA Fees Paid

(Ordinary Members)  
WAPPA pays your annual TRBWA fee (or will reimburse you)



Aspirant

**Aspirant Members** - Teaching staff working in WA public schools with a primary component, aspiring to school leadership.



Restricted

**Restricted** - Principals or Deputy Principals of private primary schools in WA or public schools outside of WA, directors and senior executives of the WA Department of Education and principal consultants.

# Values



## Excellence

We foster a culture of excellence and recognise excellence amongst our colleagues and within the profession.



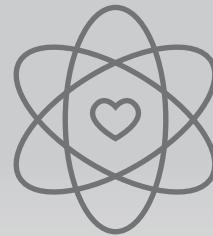
## Integrity

We promote a culture of honesty and fairness to our colleagues, members, suppliers and the community.



## Respect

We value the health, safety and wellbeing of our members and ourselves, and aim to recognise all contributions to the success of the Association. We strive to treat others as we wish to be treated.



## Empathy

We show understanding and broad mindedness and communicate openly and respectfully.



## Inspiration

Through the conduct of our business and through our professional and personal relationships we aim to inspire others and be inspired by others.



## Inclusivity

We believe that collaboration, cooperation, coordination and transparency are key to the successful operations of our Association. We strongly support opportunities to foster collegiality amongst our members and professional stakeholders.



WESTERN AUSTRALIAN PRIMARY  
PRINCIPALS' ASSOCIATION