

## VACPSP PROFILE

The Victorian Association of Catholic Primary School Principals (VACPSP Inc.) has successfully positioned itself as the professional peak body for Catholic primary school principals in Victoria. The VACPSP represents the views of Victorian Catholic primary school principals at Catholic Education Commission of Victoria (CECV), Catholic Education Offices (CEO's), Diocesan and Government levels in Victoria and the peak bodies of ACPPA and APPA at the national level. It is **the only** professional Association for principals that is solely:

- **Victorian**
- **Catholic and for**
- **Primary School Principals.**

Membership has continued to grow and stabilise. VACPSP continues to focus on the principal as a professional leader in a 21st-century educational environment and the organisational and functional issues that pertain to the everyday management of Victorian Catholic primary schools. The Victorian Association of Catholic Primary School Principals Inc. (VACPSP) is committed to the implementation of a five-year Strategic Plan for the years 2021-2025.

## STRATEGIC PLAN FOCUS

With the implementation of the 2021-2025 VACPSP Strategic Plan, the Association will work to become known for excellence in all aspects of what we do. The Association will strive for this excellence in four key areas;

1. **Principal representation and Advocacy**
2. **Enhanced strategic partnerships in education**
3. **Principal well-being and working conditions of the principal class**
4. **Professional skills of the principal**



## VACPSP VISION

The Vision of the Association is:

*Catholic principals leading with a strong courageous and active voice,  
promoting educational excellence in Catholic schools.*

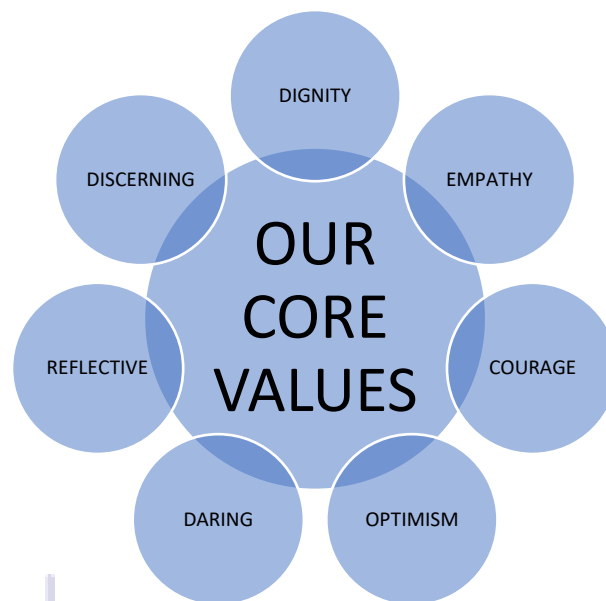
## VACPSP MISSION

The Mission of the Association is:

*To advocate and be an influence for principals in enacting their role.*

## VACPSP CORE VALUES

Our core values are:



## **STRATEGIC PLAN PRIORITIES YEARS 2021 – 2025**

### **1. Principal Representation and Advocacy**

#### **1.1 Enhancement of the credibility, visibility and influence of VACPSP through creation of a full-time president's role.**

##### **TIMELINE**

End Term One 2021.

##### **SUCCESS INDICATORS**

- ❖ Full time President will be in place during term one 2021 for three days per week with a two-day transition in the current president's school for hand over process to take place. A new employment contract will be drafted and agreed upon for the new president position.
- ❖ From Term Two, the President will be full time, working from home and travelling around the state as required, and an employment contract will be in place.

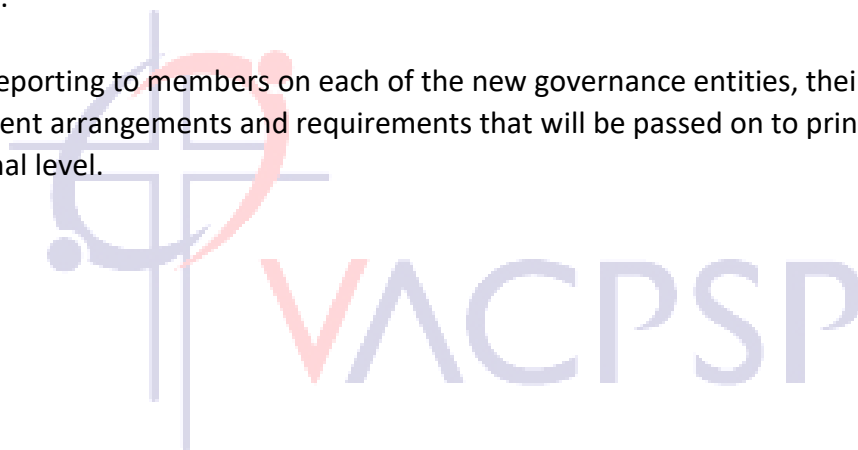
#### **1.2 Ensuring strong advocacy and influence as new governance arrangements are put in place.**

##### **TIMELINE**

2021 and continuing into 2022

##### **SUCCESS INDICATORS**

- ❖ The President will hold regular meetings with ALL Diocesan Directors at least on a termly basis, but more regularly, if required.
- ❖ The President will provide input to the governance processes of all new entities on behalf of members.
- ❖ Regular reporting to members on each of the new governance entities, their progress, new employment arrangements and requirements that will be passed on to principals at the operational level.



## **2 Enhanced Strategic Partnerships in Education**

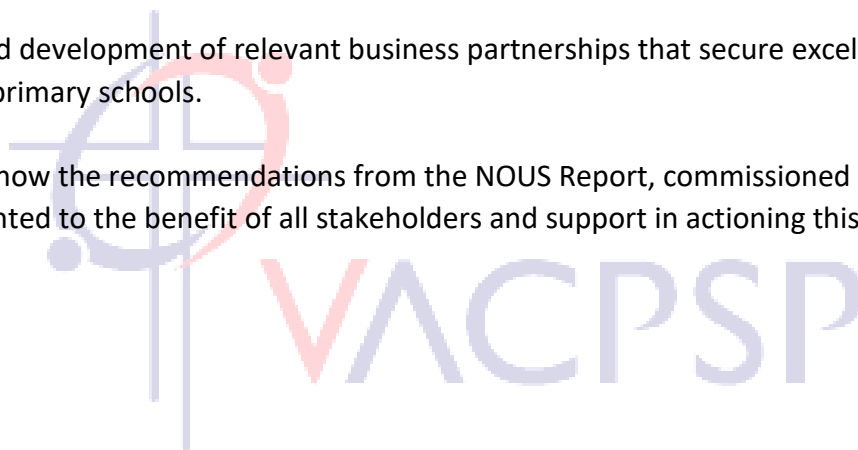
**2.1 Development of strong, sustained and formalised relationships with Diocesan offices, and where appropriate, Catholic School Parents Victoria and the Australian Catholic University and other appropriate bodies.**

### **TIMELINE**

2021 through to 2025

### **SUCCESS INDICATORS**

- ❖ By the end of term three 2021, the President and the Senior Strategy Manager (where appropriate) will meet with, the relevant heads of the above organisations.
- ❖ By the end of 2021, the President will have forged strong relationships with the four Diocesan Offices, via his meetings with each of the four Directors.
- ❖ The President and leadership team will continue to participate in on-going meetings with the relevant CECV staff, who will be advising the four new governance entities.
- ❖ By the end of term three 2021 the President and the Senior Strategy Manager will meet with the incoming president of the Victorian Principals Association (VPA), representing State primary school principals and develop an on-going working relationship.
- ❖ By the 2024 conference, possibilities may exist of enhancing the conference experience by adding a Parents Victoria Representative to the conference committee.
- ❖ Developing relationships with all stakeholders, including media for positive outcomes for Catholic primary school students.
- ❖ Continued development of relevant business partnerships that secure excellent deals for Catholic primary schools.
- ❖ Input on how the recommendations from the NOUS Report, commissioned by CECV can be best implemented to the benefit of all stakeholders and support in actioning this.



### **3 Principal Well-Being And Working Conditions Of The Principal Class**

#### **3.1 Tapping into and supporting the professional learning and wellbeing needs of principals'**

##### **TIMELINE**

2021 through to 2025

##### **SUCCESS INDICATORS**

- ❖ Continuing, active liaison with Philip Riley and any other groups, on principal health and well-being action plans.
- ❖ Active participation in all government initiatives relating to principal support and well-being.
- ❖ Providing timely and targeted professional learning opportunities for members in the area of health and well-being, work/life balance/ personal finance etc.
- ❖ Advocating for a funding allocation in all school budgets for principal well-being, as per the Principal Well-Being Project in Sandhurst Diocese.
- ❖ Considered the "Terms and Conditions" of the principalship employment contract

### **4 Professional Skills Of The Principal**

#### **4.1 Input and influence regarding the professional role of principalship with a specific focus on professional supervision support for principals.**

##### **TIMELINE**

2021 through to 2025

##### **SUCCESS INDICATORS**

- ❖ On-going influence of VACPSP in all areas designated by Catholic education as professional learning for principal class members.

- ❖ Provision of a principal support officer, as required. This position would be held by a recently retired principal who has empathy and respect and can act as a support mentor for principals if this is required on single issues that arise. This position would attract an hourly reimbursement, to be decided by the VACPSP leadership team.
- ❖ Visits to as many principal networks across the state as possible by the Full Time President and the Senior Strategy Manager.

**4.2 Establishment of a clearly articulated communication strategy enabling maximum engagement of principals in advancing the mission and goals of VACPSP and gaining regular input to VACPSP policies and directions.**

**TIMELINE**

2021 THROUGH TO 2025

**SUCCESS INDICATORS**

- ❖ By end 2021 a clearly outlined communication strategy should be developed by the VACPSP Executive.
- ❖ From the beginning of 2022 this plan should start to be implemented.
- ❖ The plan should include but not be limited to; increased social media presence via Twitter and Instagram, development of a VACPSP App for delivery of instant messages as required, on-going enhancement of the VACPSP web page, Face to Face meetings with members in a range of Forums.
- ❖ Developing relationships with all stakeholders, including media for positive outcomes for Catholic primary school students.

**REVIEW OF STRATEGIC PLAN**

The Association commits to a 6-month review of the outcomes of the 2021-2025 strategic plan, in the first half of 2025. This review will include member consultation and will lead to the next five-year plan being developed for 2026 and beyond.

