

# VICTORIAN ASSOCIATION OF CATHOLIC PRIMARY SCHOOL PRINCIPALS INC.

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PROPOSITIONS AND  
DISCUSSION  
POINTS FOR  
CONSIDERATION BY  
DIRECTORS AND  
MEMBERS



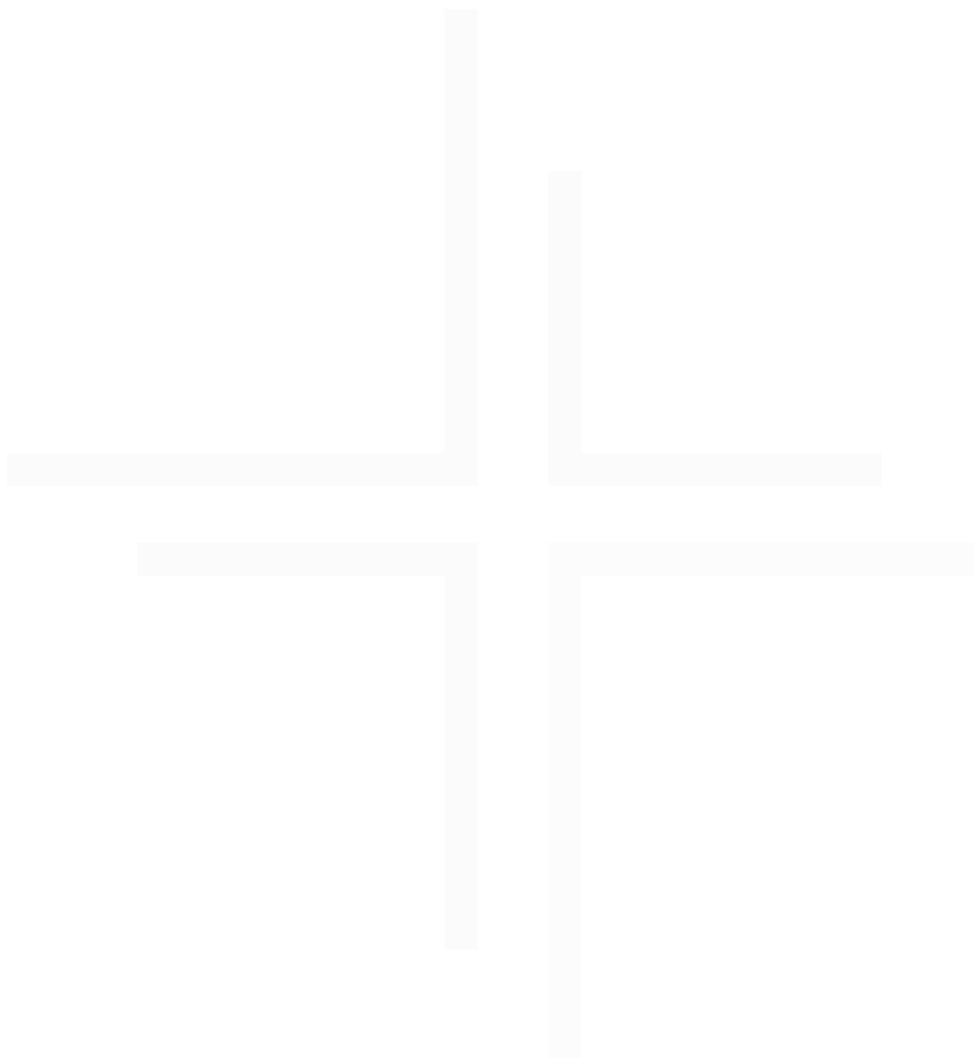
Victorian Association Catholic Primary School Principals Inc.

## INTRODUCTION

This document, and the propositions included within it, build upon the VACPSP's efforts to address the issues raised by the CECV about VACPSP operations and are presented in a spirit of openness, trust, collegial endeavour and flourishing Catholic education. The VACPSP intends this document to be read as an addendum to the Association Overview provided to Melbourne Archdiocese as part of the CECV review of the functions of the VACPSP.

The propositions included in this document are the product of consultation with VACPSP members and leaders with the aim of promoting discussions around initiatives that will enhance the capacity and wellbeing of Catholic primary school Principals and, ultimately, the Victorian Catholic education sector. The recommendations are presented with reference to their likely positive impact for the VACPSP upon implementation.

The VACPSP urges diocesan Directors to give valuable consideration to the propositions and discussions points so that robust and informed conversations can be had to ensure the continued enhancement of educational outcomes for students. The VACPSP reiterates its wholehearted commitment to embracing the mission of the Church in education, the need to contribute collegially to their profession and its desire to work in partnership with school governance bodies to bring life-long learning and encounters with God to all who want to experience this hospitality.



## STRATEGIC POSITION

The VACPSP has, through extensive consultation and development processes, put in place a strategic plan for 2020 to 2025 to ensure it is positioned to meet the demands and requirements of Principals in their role. The strategic plan identifies the strengths of the association to guide the ongoing enhancement of its achievements and membership offerings, whilst also recognising opportunities for growth and greater impact within the Catholic education sector in Victoria and across Australia.

The strategic plan promotes accountability and engagement with Principals across the state, ensuring the functions and activities of the VACPSP not only reach but positively impact the lived professional experience of Principals and the educational outcomes delivered in their communities.

### The Aims

Through the implementation and enactment of the strategic plan, the VACPSP aims to be visionary in its representation of and advocacy for Catholic primary school Principals in all dioceses of Victoria. The VACPSP's functions, decision making and relationships must keep the association at the forefront of representation of Principals, ensuring that through collaboration, support and professional development, the capacity of VACPSP members is continually grown and strengthened.



## PROPOSITIONS AND DISCUSSION POINTS

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# PROPOSITIONS AND DISCUSSION POINTS FOR CONSIDERATION BY DIRECTORS AND MEMBERS

The VACPSP is relentless in its pursuit of excellence and ensuring that it is maximising value for its Principal members. The VACPSP regularly reviews its operations, relationships and strategic objectives for further this pursuit.

Recent review and considerations of the current landscape for the VACPSP, including its operations and relationships with key stakeholders in the Catholic education industry, has prompted the development of key propositions and priorities to continue to meet and enhance the Association's key objectives. These propositions and priorities are put forward below for consideration by diocesan Directors and by VACPSP members, with a view to putting in place processes and decision making frameworks that ensure their implementation.

### High Impact

High impact propositions and discussions points affect the day to day operations of the VACPSP and its long-term prosperity. Prioritising consideration of and decisions on these propositions will provide clear guidance and strategic direction to the VACPSP to ensure its functions continue to maximise benefit for Catholic primary school Principals and the Victorian Catholic education sector.



Maintain full time president; salary continue to be aligned to the Victorian Catholic Education Enterprise Agreement



The principal salary secondment be jointly funded by the four dioceses governing authorities based on: MACS \$120,000, the country dioceses \$30,000 each



Establish a formal memorandum of understanding with either the Catholic Education Commission of Victoria (CECV) or subsequent body after the current CECV review.



Support from each Director recommending that all principals consider membership, support & sharing of our information, promotion of our events & involvement of our projects.



Financial oversight be maintained by the current arrangements; including Australian Charities and Not-for-Profits Commission (ACNC) reporting, a governing Leadership Executive, Principal Council, Association meetings, accountant support, AGM appointed auditors



Regular diocesan executive director meetings. Meetings with the salary funding diocesan director on a regular basis with the Association President. The president to meet formally twice per year with each other executive director.

## PROPOSITIONS AND DISCUSSION POINTS

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### Medium Impact

Medium impact propositions and discussions points are matters that would provide significant benefit to the VACPSP and its members and are mostly ancillary to the high impact propositions. Consideration of and implementation of these propositions will enhance the capacity and engagement of the VACPSP with its members, diocesan offices and other key stakeholders to provide benefit to the Victorian Catholic education sector.



Finalise internal '2022 VACPSP Operations Review' to continue to assure the Associations on-going operations and resourcing are strategically supported and aligned with the VACPSP constitution, mission, and goals.



The full-time president, upon AGM election, to be seconded from their current employer for the initial term of 2 years with an option for a further two years; after which the President would need to return to their former employment or resign if seeking further election.



Regular formal information sharing with the Catholic Education Commission of Victoria (CECV), Victorian clergy, other Primary and Secondary principal associations, the National Catholic Primary Principals Association (ACPPA), Victorian Catholic Parent Association.



Consider the introduction of a Principal personal financial contribution to the Association to provide clear autonomy and independence of VACPSP operations and member support benefits whilst maintaining a Professional Association fee/levy (based on enrolment size) for all Victorian primary schools.



Full Time President to complete formal governance training; as per current Business manager



Endorsement of strategic partnership with Brennan Law Partners as a preferred legal support provider for VACPSP members on all operational matters within their schools, with formal information sharing channels to ensure consistency with diocesan direction and expectations.

### Low Impact

Low impact propositions and discussions points would be beneficial to the VACPSP in ensuring practices and operations are efficient and effective. Implementation of these propositions would be valued by VACPSP and would assist with the delivery of its key projects and strategic initiatives.



Continue formal Annual Reporting to governing authorities.

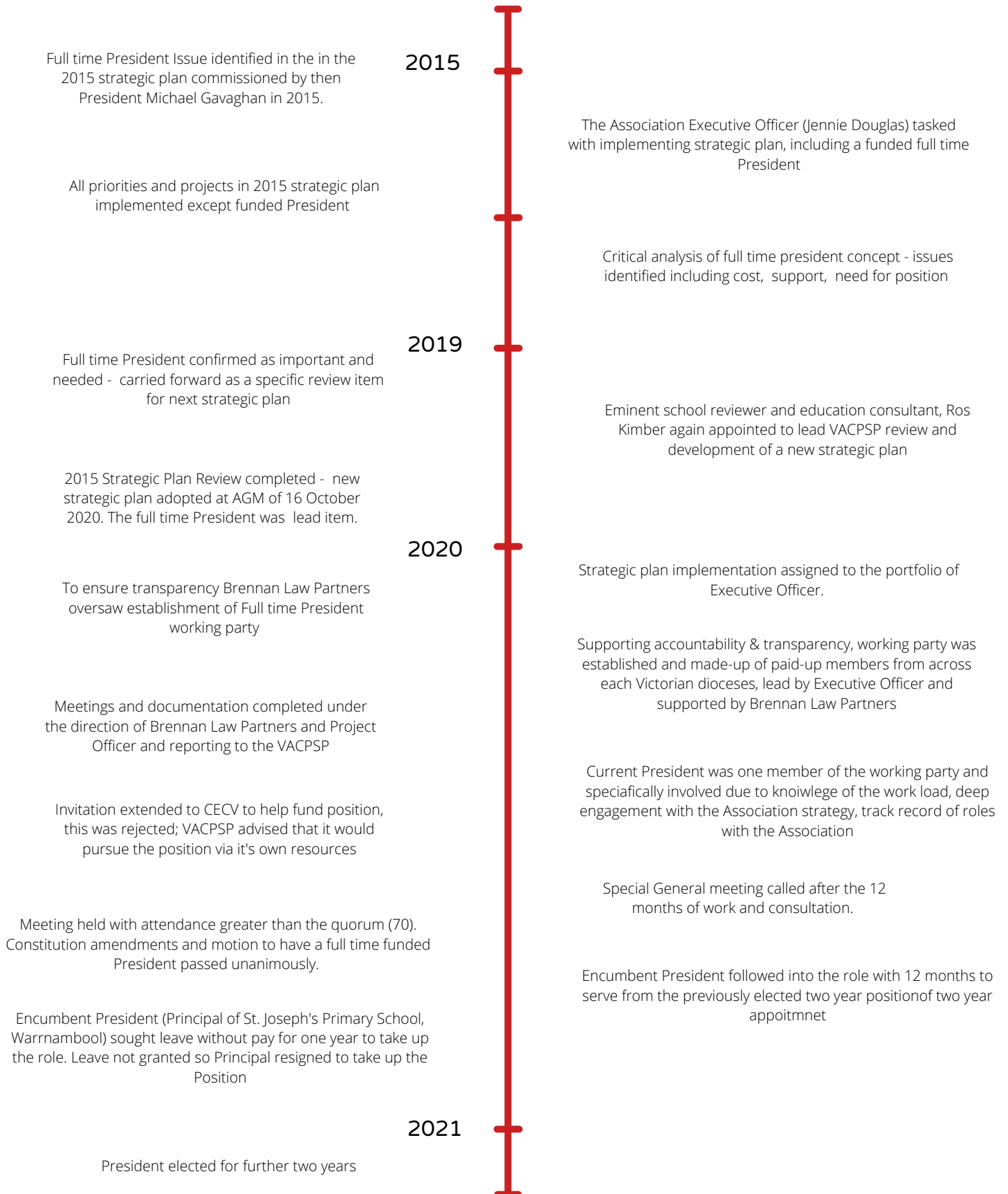


Assistance with process of advising principal movements, retirements, resignations & school opening/closures.

## PROPOSITIONS AND DISCUSSION POINTS

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# ROADMAP TO FULL-TIME PRESIDENT





"Leadership is the art of giving people a platform  
for spreading ideas that work"

Seth Godin

## FOR FURTHER INFORMATION ON THIS DOCUMENT

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