

# 2024 SASPA Annual Report



Empowering secondary public school leaders through collaborative advocacy



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We acknowledge the traditional owners throughout South Australia and we pay respect to the custodians of the lands on which we live and learn. We respect their spiritual relationship with Country and acknowledge that their cultural and heritage beliefs are still as important to those living today and we do so in the spirit of reconciliation.

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# Introduction

**Empowering secondary public school leaders through collaborative advocacy**

The South Australian Secondary Principals' Association (SASPA) is an incorporated body with a membership of leaders of secondary education in the public system.

The South Australian Secondary Principals' Association (SASPA) is a collegial network of leaders in public secondary education and supports the leadership and development of public secondary education. SASPA plays a pivotal role in advocating for education policy and providing professional networking and learning, working collaboratively with the Department for Education. SASPA is also an affiliate of the Australian Secondary Principals Association (ASPA) providing a national voice for South Australian secondary leaders.

This Annual Report represents an account of the activities of SASPA from 1st January to 31st December 2024, and includes the Chief Executive's Report, the President's Report.



# Chief Executive's Report



**Jayne Heath**  
Chief Executive

**SASPA has worked steadily to promote the interests of public secondary school leaders, and their communities and strengthen our position as a leading voice in South Australian secondary education. I am pleased to present an overview of SASPA's activities and achievements over 2024.**

SASPA's 2024-2026 Strategic Agenda was developed in response to our members key "asks" and has guided our work throughout 2024. SASPA Board & our Strategic Network Groups (SNG) identified their priority work aligned to the SASPA Strategic Agenda with two SNG's being renamed to Workforce and Leader Development to reflect the shift in their focus.

As a direct result of SASPA's collaborative advocacy in 2024, I highlight the following:

- Development of 3 Position Statements, a strategic move to clearly define SASPA's stance on critical issues, ensuring that the association can effectively advocate for the changes we seek within the education system
- Involvement in Department for Education development of internal policy for Band A permanency. Input from members and alliance with other SA leaders associations informing our contributions to the discussions
- Series of 4 Twilight sessions: Reconceptualising the role of school leaders culminating in a report which included seven recommendations for next steps
- Input to the amendments to the *SA Education Act* related to improving protection for employees
- SASPA leader's perspectives informing the refreshed Suspension Exclusion and Expulsion procedures
- Launch of SASPA Dr Alice Rigney Oration, with Professor Irabinna Rigney as the inaugural orator



# President's Report



**Eva Kannis-Torry**  
President, SASPA

Principal, Thebarton  
Senior College

**It is my very great pleasure to provide members with some reflections on the work undertaken by the SASPA Board during 2024.**

SASPA Board and Executive Board members met seven times during 2024 school year. The focus of their work has aligned to SASPA's 2024-2026 Strategic Agenda, strengthening collaboration with South Australia's Department for Education to build leaders' advocacy and leadership capacity. Our Board meetings were regularly joined by Department for Education Chief Executive Martin Westwell, Minister for Education, Skills and Training Blair Boyer & Department for Education Deputy Chief Executives, Executive Directors & Directors. Key activities for Board during 2024 included:

- Endorsement of three SASPA Position Statements
- Discussions at meetings on key priority areas with sixteen Department for Education representatives from seven Divisions and including four members of the Senior Executive Group
- Communicating leader's perspectives regarding SACE Thrive agenda and subject renewal with SACE Board Chief Executive, Michaela Bensley
- Discussing contemporising systems, policies, procedures and decision making with Department for Education Executive Directors and Directors
- Advocacy for transparent, recurrent and flexible resourcing for schools to address equitable learner outcomes

Elsewhere in this report, our Chief Executive Jayne Heath has accounted for the work that has been done in relation to each of our five key pillars of Support, Voice, Equity, Celebration & Contemporary Practices. Suffice to say, 2024 was an eventful year with increasing opportunities for members to meet and work in collaboration on key priority work.

Clearly, the association has much to be proud of in 2024. I want to thank the SASPA Board for their work in achieving so much across the year.

Together, through the Board and Strategic Network Groups, we have strengthened our collaborative advocacy and amplified our impact on the educational landscape of South Australia.

Thank you for your unwavering courage and commitment to the improvement of our sites, the education system and for our students. Together, we make a profound difference in the lives of countless students and staff.

# About SASPA

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## Who we are:

We are school leaders with a diverse range of expertise and experience in SA Public schools with secondary enrolments who:

- Share a mutual commitment to strengthening public secondary education in secondary schools
- Build and maintain relationships with key education stakeholders to advocate for policies, programs and systems that provide the highest quality education for all students

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## What we do:

We shape, inform and influence education initiatives by working collaboratively with key education stakeholders and decision makers.

- We develop our agenda and services with regular engagement and feedback from our members
- We develop leaders by providing opportunities to learn from and with each other, connecting to current research and leveraging collective efficacy
- We provide high level intelligence and expertise that enables key decision makers to better understand how to deliver successful initiatives

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## How we do it:

- We celebrate and share good practice across our membership
- We build and maintain respectful relationships to have maximum influence and opportunities to collaborate
- We build networks and work collectively to contribute to a public education system which enables young people to learn and thrive



# Strategic Network Groups



## Workforce

SASPA is committed to working collaboratively with the Department for Education to realise the ambition of having quality teaching in every classroom and in every school. This includes strategic revisions to policies, procedures and practices to improve the supply and professional growth of leaders, teachers and SSO's.



## Teaching & Learning

SASPA is committed to an authentic working partnership with the Department for Education and SACE Board for the provision of inclusive, ethical and high-quality curriculum, pedagogy and assessment design in secondary schools.



## Leader Development

SASPA is committed to working collaboratively with the Department for Education & SACE Board to provide opportunities for high quality professional learning experiences that aim to improve leader capacity to impact positively on student learning and teacher professional growth.



## Inclusion & Wellbeing

SASPA is committed to working collaboratively with the Department for Education on improvements to those systems, policies, procedures, and practices that enable leaders to develop and sustain more inclusive approaches to secondary schooling.



# 2024-2026 Strategic Agenda

## Empowering secondary public school leaders through collaborative advocacy

### CONTEMPORARY PRACTICES

Department for Education systems, policies, procedures, and decision making that reflects the needs of schools, enabling leaders to focus on leading learning

### CELEBRATION

Celebration and acknowledgement of the strength and purpose of public education



### SUPPORT

Support of secondary school leaders to enact years 7-12 curriculum which aligns with SA's public education Learn and Thrive Strategy

### VOICE

Valuing the voice of principals and school leaders as vital in the provision of quality public education

### EQUITY

Transparent, recurrent and flexible resourcing for schools to address equitable learner outcomes





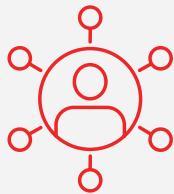


## SUPPORT

Support of secondary school leaders to enact years 7-12 curriculum which aligns with SA's public education Learn and Thrive Strategy through:

- ▶ Peer-to-Peer Networking and Collaboration
- ▶ Engagement with Department for Education senior level leaders
- ▶ Sharing Resources and Experiences
- ▶ Engagement with SACE Board and senior level leaders

### 2024 Supporting Actions



# 30

Strategic Network Group meetings with **129** members from **58** schools



# 19

Professional learning and networking events



# 14

Business Partners



# 40

Executive level school-based leaders involved in **LIFT Exec** program



# 296

Participants in **Equitable Excellence: Context Matters** conference





## VOICE

Valuing the voice of principals and school leaders as vital in the provision of quality public education through:

- ▶ Facilitating meetings, workshops, summits and forums
- ▶ Direct Interaction with SA government, Department for Education and SACE Board
- ▶ Collaborative consultation with DfE leaders
- ▶ Development of Joint Leader Associations' position on Band A Permanency

### 2024 Supporting Actions



9

Meetings & events with SA Minister for Education, Skills & Training



8

Meetings & events with Chief Executive Department for Education



26

Reference Groups SASPA were represented



3

Position Statements



98%

Of schools with secondary enrolments **over 200** represented in SASPA membership



4

Meetings with Australian State & Territory Education Ministers



3

Meetings with Federal Ministers







# EQUITY

Transparent, recurrent and flexible resourcing for schools to address equitable learner outcomes through:

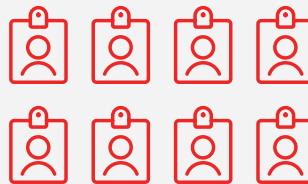
- ▶ Launch of SASPA Dr Alice Rigney Oration
- ▶ Direct input to policy, procedures and decision making to address inequities
- ▶ Hybrid Strategic Network Group meetings enabling broader range of members to participate and contribute

## 2024 Supporting Actions



# 1

Position Statement:  
*IESP Funding  
Application Process*



# 8

SNG Co-convenors  
representing Deputy  
Principal & Country members



Commencement of  
*Equitable Excellence  
Trilogy Conference* theme

SASPA membership inclusive of:



# 22.4%

Country members



# 11%

Membership  
in Category 1 sites



# 20%

Membership  
in Category 2 sites



## CELEBRATION

Celebration and acknowledgement of the strength and purpose of public education through:

- ▶ Acknowledgement of the land at every SASPA event
- ▶ Sharing practice and challenges as regular SNG agenda item
- ▶ Acknowledgement of key contributions

### 2024 Supporting Actions



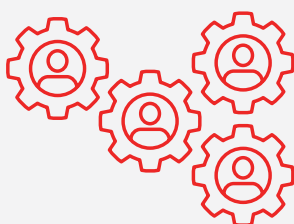
**69%**

Increase in followers across all social media platforms



**10**

Schools facilitating a conference Breakout session



**4**

Schools running workshop at *Data4Learning* event



**190**

Participants at SASPA 40th Anniversary event







## CONTEMPORARY PRACTICES

Department for Education systems, policies, procedures, and decision making that reflects the needs of schools, enabling leaders to focus on leading learning through:

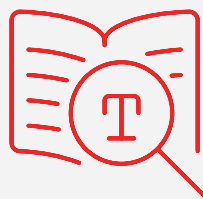
- ▶ Engaging with research to inform advocacy
- ▶ Identifying inefficiencies and enable more time for educational leadership
- ▶ Advocating for effective support of schools by accessible, responsive, and skilled corporate services
- ▶ Advocating for resources and flexibility
- ▶ Feedback mechanisms for policy advocacy

### 2024 Supporting Actions



4

Twilight sessions exploring reconceptualising school leadership



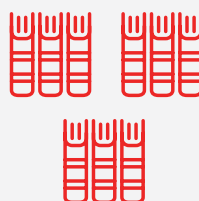
1

Research Report: *Rethinking and Redesigning role of the Principal*



80

Participants in *Data4Impact* Workshop



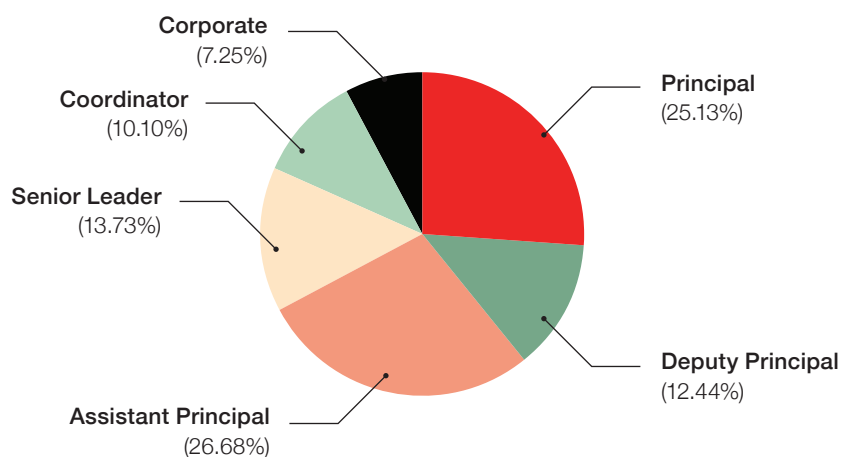
9

Policy & procedures codesigned




# Operations

## 2024 SASPA Membership by Position Title



## Membership Numbers

2024 Membership Increase  
 **6.3%**

2024 Total Membership  
 **389**

2023 Total Membership  
 **366**

## Professional Learning



**19**

SASPA Professional learning and networking event dates in total reaching **1105** participants



**296**

Conference attendees including **21%** country members and **28%** first time registrants



**40**

SASPA LIFT Exec Program participants

## Facilitated Educator Networks



**30**

Strategic Network Group meetings



**129**

Members



**58**

Member schools

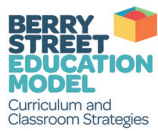


**13**

Country schools represented

# Business Partners

## Gold Business Partners



## Silver Business Partners







**South Australian Secondary  
Principals' Association**

Level 2 EDC Building  
4 Milner Street  
Hindmarsh SA 5007  
08 8463 5810