

MEDIA RELEASE



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QLD Principals recognised at the 2016 John Laing Awards

Four Queensland school leaders have been officially recognised for their dedication and commitment to education and professional development in the annual Principals Australia Institute, John Laing Awards 2016.

Andrew Duncan, Janet Kohlmannhuber, Andrew Pierpoint, and Kerry Swann all received the John Laing Award for Professional Development from Principals Australia Institute at a special presentation in Brisbane today.

- **Andrew Duncan**, Principal, Aspley East State School has helped to lead the development of principals state-wide through the engagement of the IPS alliance. Andrew was nominated by the QLD Association of State School Principals (QASSP).
- **Janet Kohlmannhuber**, Head of Junior School, Redlands College has built strong staff teams through collaboration, individual goal setting and ongoing communication during much of her career. Janet was nominated by the Independent Primary School Heads of Australia QLD IPSHA QLD).
- **Andrew Pierpoint**, President, Queensland Secondary Principals Association has 32 years of extensive leadership experience and is passionate in making a difference for Principals and Deputy Principals in the ever increasing complex roles within schools. Andrew was nominated by the QLD Secondary Principals Association (QSPA)
- **Kerry Swann**, Principal, Xavier Catholic College, Hervey Bay has 25 years of experience and has contributed to the development of professional collegiality and capacity in his sector. Kerry was nominated by the Catholic Secondary Principals Association of QLD (CSPA QLD)

Each of the recipients is an outstanding school leader and has made substantial contributions to education in QLD through strategic senior leadership roles over a considerable time. These leaders have been responsible for working with other senior educators to develop capacity in government, Catholic and Independent schools.

The John Laing Awards acknowledge principals in every state and territory who demonstrate outstanding leadership in providing professional learning in schools. They celebrate the contribution principals make to support the professional learning and development of teachers and other school leaders.

“It is important to recognise and celebrate the role principals play in providing leadership and development in their schools and the wider community. Great schools have great leaders who inspire both their staff and their students every day. We are honoured to be able to run these awards every year, as they truly demonstrate the commitment made by our school leaders in educating students in primary and secondary schools across Australia.” said Paul Geyer, Chief Executive Officer, Principals Australia Institute.

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Set up in 2004, the Awards honour John Laing, a former Tasmanian school principal who worked for PAI (the then Australian Principals Association Professional Development Council). He was the motivating force behind the innovative initiative in the early 1990s to bring principals together for national professional learning projects and programs to support their role as school leaders.

More information about the 4 recipients are below. All are available for interview. Please contact Gianna in the first instance.

Click here for more information about the Awards:

<http://www.pai.edu.au/content/john-laing-professional-development-awards-2016>

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About Principals Australia Institute

Principals Australia Institute (PAI) is a leading national organisation providing quality professional learning, leadership development and principal certification to Australia's 9,500 school leaders. With an established network of locations in all capital cities and in regional areas, PAI delivers key programs to all schools and systems across Australia.

PAI also supports the social and emotional health and wellbeing of children in thousands of Australian schools through its delivery of the Australian Government-funded KidsMatter Primary and MindMatters programs.

Through its relationships and connections across the education sector, it assists school leaders to achieve the best possible outcomes for themselves, their staff and their students, through ongoing professional development and learning.

PAI provides leadership and advocacy to Government in the areas of school leadership, professional development and Australian Principal Certification to help raise the profile and reputation of principals in the community.

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Award Recipients

Andrew Duncan, Principal, Aspley East State School

Through his relentless work in the Queensland Association of State School Principals, Andrew has led the development of principals state-wide through the engagement in the IPS alliance. The focus on school leadership, autonomy and achievement and has been a very large lever in the attainment of student improvement across state schools in QLD.

Andrew has successfully improved the position of the organisation, branch, principals and students through his focus on providing professional development by the profession for the profession. This work has been embedded and sustained.

Key examples of Andrew's deep commitment to the ongoing professional learning of the profession by the profession include:

- Taking members of his staff to visit schools in Melbourne and Perth as part of a QASSP Travelling Scholars Grant investigating the Grattan "Making Time for Great Teaching" report.
- Active in the QASSP Branch level PD with study tours to the Sunshine Coast and organising speakers at branch meetings.
- Investing in ongoing Professional Learning for staff.
- Organising the IPS Alliance's study tour to WA earlier this year for in excess of 100 IPS colleagues.

Andrew is an experienced principal and school leader. He started his leadership journey in small (one teacher) schools, moving through the system into his now large, complex, urban primary school setting at Aspley East.

Janet Kohlmannhuber, Head of Junior School, Redlands College

Janet always leads by example. She is a passionate learner and is always seeking to improve herself. She has overseen changes from Primary to Junior School structures, processes and ethos and has been instrumental in giving staff a voice and has built strong teams through collaboration, individual goal setting and ongoing communication.

Janet initiated, influenced and led staff to adopt a new planning paradigm. She Introduced, built and sustained a common framework and language to facilitate effective communication regarding pedagogy. Janet was instrumental in developing and establishing coaching and mentoring for every teacher in her schools. This was facilitated by peer observations and walkthroughs.

Janet Initiated the implementation of a social /emotional framework and supported staff to develop this further. She also initiated and supported Action Research projects and innovation for her school and built structures and processes to provide leadership opportunities and development for staff.

Janet has also facilitated a leadership team visit to New Zealand to explore and interrogate innovative practice. She has also mentored and coached the aspiring Head of School.

Outside of her Principal role, Janet represented IPSHA on the PAI QLD committee for five years and was the Forum convener for two of those years. She has also been a recipient of Grants in Aid to investigate how educators use technology effectively.

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Janet has served on conference committees for eight years to facilitate four Christian schools' conferences. Each conference catered for up to 2,000 delegates. She was a member of the Christian schools education advisory committee and initiated and collaborated with a colleague to develop 'Companioning', a support network for leaders in Christian schools, particularly for people in remote areas. Janet has also presented at the Associated Christian Schools conferences and workshops over the years.

Andrew Pierpoint, President, Queensland Secondary Principals Association

Andrew Pierpoint is President of the Queensland Secondary Principals' Association – the peak body for state school secondary Principals and Deputy Principals in Queensland.

Andrew has extensive leadership experience with over 32 years in High Schools as a science teacher, Head of Department Science, Deputy Principal and Principal as well as having several system positions supporting principals in their leadership development. Throughout his career Andrew has worked in diverse locations, including complex rural and remote communities through to large regional and metropolitan schools. He has lead communities and reference groups at district, regional, state and national levels.

He has special interests are the provision of professional learning for school leaders, School Leader Wellbeing and he has an ongoing active interest in school sport.

Andrew has demonstrated a passion for State Education in Queensland for 30 years and possess an excellent understanding of the Principalship from firsthand experience. Most importantly, Andrew has a genuine desire to make a real difference for Principals and Deputy Principals in the application of their ever increasing, complex roles in schools.

He enacts his belief that the quality of school leadership is central to students achieving their very best; academically and socially. In school, system and Association roles Andrew has designed, led and promoted opportunities to build and sustain the leadership of principals and other school leaders.

Andrew is a qualified Growth Coach mentoring school leaders to identify and own their professional leadership learning. He previously chaired the QSPA State Conference for six years, crafting a program to meet the diverse learning needs of more than 200 delegates each year.

As President of QSPA Andrew continues to build leadership depth and breadth across Queensland state secondary schools. He is a mentor to many and a wonderful example of leadership in practice through his words and actions. Some of his achievements include:

- Developed and lead Regional workshops for Science teachers in the development of course design that was sensitive to local and indigenous needs.
- Developed and lead a transitional program for Primary students to move to High school with a focus on science.
- Lead Regional Principal professional development days (3 per year) for 4 years.
- Designed and lead Flying Start (Year 7 to High School) professional conversations/development with Principals across Region (68 Principals)
- Conference Chair for the QSPA annual Conference for 6 years.
- Initiated QSPA meetings in Darling Downs and South West.
- Facilitated Cross Cultural Professional development for staff.
- Awarded Who's Who in Queensland 2008

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Kerry Swann, Principal, Xavier Catholic College, Hervey Bay

Kerry has been a Principal for 25 years and in this role has always focused on developing leadership capacity. In this time, he has been Principal of St Mary's College Maryborough and Xavier College Hervey Bay (P-12) since 2002. Kerry has held a number of leadership positions at St Mary's from 1985 prior to his appointment as Principal in 1992.

Kerry developed a biannual program of 2-day PD conferences with other schools in the Fraser District. In addition to providing relevant external facilitators, staff were provided with the opportunity to share their expertise through the delivery of workshops. He also provided the opportunity for PD via collegial conversations. This successful format has been maintained until the present day with Xavier and the local feeder school – Star of the Sea -holding a 2-day bi annual conference in the January Professional Development and Planning Days.

Kerry has always believed that a major aspect of all staff meetings should be Staff Professional Development. At Xavier the regular staff meetings have been replaced by Professional Leadership Teams focussing on Learning and Teaching. In doing so they have developed rich learning environments for both staff and students.

He has developed the “Xavier Classroom Standards” using the Australian Professional Standards and the BCE Role of a Teacher in a Catholic School. Staff use the Standards to develop their goals and identify their PD needs for the year.

Kerry has facilitated the ACSSQ Travelling Scholar initiatives. Most recently the “Establishing a Feedback Culture” tour by Steve Francis in 2013. In addition to Xavier staff, there were representatives from 6 other schools from Gympie to Bundaberg.

He served 5 years as Chair of QCAA Wide Bay Principal's Committee and is an active executive member of the Fraser Coast Educational Alliance serving as President, Secretary and Treasurer. The association promotes collaborative partnerships, including PD, across the three sectors – State, Private and Catholic.

Over the last 5 years, Kerry has also participated in BCE Mentoring Program as a Mentor. This year he has provided professional development through presentations to the BCE Aspiring Leaders Program and Australian Jesuit Curriculum Directors Conference.

Since his appointment as Principal of St Mary's in 1992, Kerry has been an active member of the Brisbane Archdiocesan and Queensland Principal's Associations. He attended his first CaSPAQ Principal's Conference in 1992 and has attended each State Conference since that time.

Kerry has been President, and occupied other executive positions with the association. Kerry was a member of the National Board for 4 years. He has also been an impressive leader of the Brisbane Archdiocesan Colleges Secondary Principals Association. His contribution extended to being Chair of the QCAA Principal Committee for 5 years. Kerry demonstrated his exceptional commitment with his sustained executive leadership of the Fraser Coast Educational Alliance.

He has also been a convener of state and national conferences with a keen strategic approach to good organisation and benefits for schools and students. The product of Kerry's professional mentoring can be seen in the number of his team who are now Principals. During his time as a leader, he has provided Professional Development to his staff, staff from other schools and to his colleagues.

Kerry is a very worthy recipient of the John Laing Award. His leadership shows astute vision, a caring progression and a passion for innovative and sustained personable leadership. This is matched with a huge contribution to the development of professional collegiality and capacity.