

# ANNUAL REPORT 2023



THE ASSOCIATION OF  
INDEPENDENT SCHOOLS  
OF THE ACT

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# AISACT

## CELEBRATING 50 YEARS

### 1973 - 2023



After five decades of service and support to independent schools in the ACT, the AISACT remains committed to the advancement of educational excellence through the promotion of a strong independent school sector. The Association remains as dedicated as ever to ensuring that Member schools are recognised as integral partners in the education landscape of the ACT, and committed to contributing to the overall quality of ACT education. Our small size is our strength, commanding personalized advice to, and knowledge of, Member schools.

In celebrating [50 years](#) of work with Member schools and in this jurisdiction, we recognise the incredible achievements of all who have given their energy and expertise to the development of the Association. From its formation in 1973, the Association now has 18 Member schools who educate over 16,200 students (20% of the student population). We celebrate the incredible achievements of our Member schools, their leaders, staff and directors, and all who continue to shape education in their schools and across the ACT.

## MESSAGE FROM THE CHAIR

Dr Justin Garrick  
Chair



It is always a pleasure to celebrate the achievements of the School year. Additionally in 2023 we celebrated the 50th Anniversary of the founding of the Association of Independent Schools of the ACT.

The principals of the six founding schools joined together in 1973 in sharing common purpose, and the Association has grown over the years to its membership now of 18 schools, and 2 associate schools, thousands of staff, and more than 16 thousand current students of all genders, faiths, ethnicities, abilities and backgrounds across the spectrum of the community that makes this city special.

Multiply that over the decades and it amounts to an enormous number of teachers, students and families, and a huge contribution to the life, the vibrancy and the landscape of Canberra; this city which I believe should be considered not just the political, but the educational, capital of our country.

As a record of that contribution, and to symbolise the coming together in our Association of entities that are proudly independent yet dedicated to common purpose, I launched our [50th Anniversary Book](#), and I congratulate the team on all

the hard work behind putting together something so special.

In the preparation, each of us was asked to provide the earliest and the most recent photographs of our school. In looking at them, I cannot help but be impressed at how we have each grown and developed, but also at how intrinsic we have been to the growth of the Canberra community itself.

This is not just a history of our Association, and the member schools that make it; it is a history of our part in the evolution of our city and our service to generations of children and families. We should be very proud.

Of course, this was not just been a year of celebration.

Throughout 2023, the work of the subcommittees, the networks, communities of practice and specialist groups has continued. We held another Leadership Breakfast this year, bringing educators from all sectors together to hear from thought leaders; and for the first time, we held a Lunchtime Seminar for school Principals/Executives and Board Chairs, delivered by Jack Stevens from Edstart.

Another highlight was the Celebrating Teaching & Learning event, which was a true celebration of the fantastic work that teachers are leading in our schools, with over 130 participants hearing from 70 staff from schools involved in presenting their work. We also enjoyed a 'fireside chat' at the re-imagined AISACT Twilight Colloquium.

Otherwise, the breadth of professional learning was commendable, including programs on Maximising Growth for Diverse Learners; Promoting Self-Regulated Learning; Youth Mental Health First Aid; Early Career Teachers Program; Staff Wellbeing; Developing a Child Safe Strategy; Business Modelling and Management; Evidence into Action Projects and School Improvement through Coaching..... to name a few.

As always, articulating the views of the ACT Independent School sector remains a large part of the Association's work, including in close collaboration with the Education Directorate and Catholic Education Office to enhance educational outcomes of all students in the ACT.

For all of that I thank sincerely the staff of the AISACT: Andrew, Serita, Joanne, Kath and Sue. We cannot thank you enough for being there for us always, with guidance and advice, and so many professional opportunities. Thank you, truly.

Likewise, to the Members of AISACT for their collegiality and good governance, and particularly to the AISACT Executive; to Deputy Chair Erik Hofsink, Steven Bowers, Samantha Brady, Fiona Godfrey, Maureen Hartung, Ian Hewitt, Heather Walsh, Christine White, Leonie Harwood and Rachel Davies. It is a privilege and pleasure working with you all.

... which brings me to a sad but important item, as I also acknowledge and celebrate the dedication, contribution, and friendship of two Principals who have had a tremendous impact on the Association, on their schools and on ACT education.

First, personally and on behalf the Association, I pay tribute to Fiona Godfrey as she stood down as Principal of Radford College after 10 years in that role. A dynamic and determined champion of independent and Anglican education, a colleague to call on for advice and support, she has been transformative as Radford's longest serving and first female Principal. Her commitment to AISACT has been significant, including her time as a Member of the Executive Committee. I thank her sincerely, and invite us all to join in wishing her the very best for all that lies ahead.

I also wish to acknowledge Erik Hofsink, who has been Principal of Emmaus Christian School since 2015 and who has also led his school through transformative times. His energy in supporting the work of the AISACT has seen him on the Executive Committee since 2017, and he has been Chair of the Teaching & Learning Subcommittee, and Deputy Chair for the past two years. Erik's considered view, wise counsel, strong interrogation of issues, and wicked sense of humour, have been valued and enjoyed by all. I am especially grateful that he has often kept me in place, and again, I wish him the very best as he becomes Executive Director of Associated Christian Schools.

In celebrating our 50 years as an Association, I thank you all for the collegiality and commitment that has brought us to this; and, of course, I wish us all at least another 50 years of happiness and success.

## MESSAGE FROM THE EXECUTIVE DIRECTOR

Andrew Wrigley  
Executive Director



As we reflect on the accomplishments and challenges of the past year, it is with great pride that I present the 2023 annual report and in this our 50<sup>th</sup> year. Throughout the year, AISACT continued its commitment to supporting member schools, promoting excellence in education, and advocating for the interests of independent education in the ACT.

Throughout the year, AISACT facilitated numerous collaborative initiatives and networking opportunities for member schools. These included a range of workshops, and forums where educators, administrators, and other stakeholders could exchange ideas, share best practices, and foster partnerships to drive innovation and excellence in education. These are all celebrated throughout the report.

AISACT remained committed to supporting initiatives aimed at enhancing teaching and learning outcomes. We collaborated with academic institutions, industry partners, and other organizations to develop and implement innovative and bespoke programs to meet the evolving needs of our schools and students.

While AISACT achieved significant milestones in 2023, we also encountered various challenges, including evolving regulatory requirements, and funding constraints. However, these challenges also presented opportunities for innovation, collaboration, and growth, and AISACT remains committed to supporting member schools as they navigate these dynamic environments.



AISACT is supported in its work by so many people and organisations and 2023 was no different. Many of these organisations have had a long association with AISACT. All of these organisations, and the people who work for them, are very important to the work of the Association, and we recognise and thank you all.

ACT Education Directorate  
Catholic Education Canberra and Goulburn  
Commonwealth Department of Education  
Independent Schools Council of Australia  
Board of Senior Secondary Studies  
Teacher Quality Institute  
Block Grant Authority  
Office of the Senior Practitioner  
Nexia Canberra  
Catholic Care  
Snedden Hall and Gallop  
Halloran Morrissey  
Day and Hodge Associates  
Australian Council for Educational Leaders  
Giraffe Visual Communication  
Management  
Top Tier IT  
University of Canberra  
APFACTS  
NAB  
AON

Importantly I wish to acknowledge our close link with Edstart, an organisation the

Association is pleased to recognise as our Principal Partner.

I would like to extend my gratitude to the AISACT Executive, staff, member schools, and partners for their unwavering support and dedication throughout the year. Together, we have achieved remarkable progress, and I am confident that, by working together, we will continue to advance the cause of independent education in the ACT and beyond.

It continues to be my privilege to serve as the Executive Director for AISACT. It is also my very great privilege to work beside and with such an exceptional team who are the staff of AISACT and who, through their expertise and enthusiasm, support our member schools. It may be a small number, but they pack one hell of a punch!

As we look ahead to the future, AISACT remains focused on its mission of promoting excellence, innovation, and diversity in independent education and so we look forward to continuing the educational journey with you throughout 2024.

Andrew Wrigley  
Executive Director



# THE ASSOCIATION

## Key Functions

**The Association of Independent Schools of the ACT (AISACT) is the peak body representing the ACT Independent School sector. Our mission is the advancement of educational excellence through the promotion of a strong independent school sector in the ACT.**

The AISACT is guided by the following key principles when representing the views of the diverse group of Member Schools:

- Parents are entitled to exercise choice in selecting the most suitable school and education philosophy for the education of their child(ren).
- The Association advocates for and represents the issues of the independent school sector.
- All students, irrespective of where they are educated, are entitled to a high-quality education.
- Governments have a responsibility to provide a suitable level of funding for all students to achieve high quality education outcomes, regardless of where they go to school.

In addition, the Association provides a number of services and professional learning opportunities throughout the year to Member schools. This professional learning covers a diverse range of topics including leadership, curriculum, governance, coaching, wellbeing and student engagement.

*“ AISACT represents and advocates for the interests of all independent schools in the ACT, consulting with governments, statutory authorities, and a wide range of other educational stakeholders.*

# THE ASSOCIATION

## Membership

**The Association has 18 Member schools, which are a diverse group of non-government schools serving a range of communities. The schools are of different types, sizes, religious affiliations and educational philosophies and are a vital part of the ACT education system.**

All independent schools in the ACT are Members of the AISACT with each independent school being a separate and autonomous not for profit entity with an independent governing body.

While all schools are required to comply with relevant legislation regarding alignment with the Australian Curriculum, individual schools will make choices about the breadth of the curriculum offered and the subject choices provided within their context.

In 2023 Member schools educated over 16,200 students with enrolments ranging from 57 to over 2000 students. In 2023 students in Member schools made up 20% of the total student population in the ACT.

Enrolment in Canberra's Independent schools has historically been very strong and have seen a 21% increase in student enrolment over the past 10 years.

The Association also provided its two Associate Member schools from surrounding NSW with support and opportunities in 2023. These schools have been able to access professional learning in addition to other services that the Association offered. They will continue to be a vital part of the Association and its strategic direction.



# GOVERNANCE AND EXECUTIVE COMMITTEE & SUBCOMMITTEES

## General Meetings

The Association's General Meeting comprises nominated representatives from each of the 18 Member schools. Each school can nominate two representatives, one of whom must be the Principal, and the other must be the Business Manager, or a representative of the school's governing body.

In addition to the Member school representatives, the AISACT invites its

Associate Members to participate in Association activities and meetings.

The Association extends the invitation to be an observer to the Association of Parents and Friends of ACT Schools (APFACTS). APFACTS is a partner of the Association and plays a pivotal role in supporting the parents of students at Independent Schools.

## Executive Committee

The General Meeting membership elects the members to the Executive Committee. Members of the Executive Committee considers the wide range of strategic impacts to the Association, the Association's best response to those impacts on behalf of Member schools, and

the strategic oversight of the services and new initiatives to support to Member and Association Member schools.

AISACT Executive Committee membership details are provided in the Appendix.

## Executive Subcommittees

The Executive Committee supports the role of four strategic subcommittees: the Finance and Risk Subcommittee, the Teaching and Learning Subcommittee, the Educational Support and Wellbeing Subcommittee, and the Early Years Learning Subcommittee. All

subcommittees continued their work to provide advice on strategies, opportunities, and approaches to the Executive Committee to achieve the Association's key directions. AISACT Executive Subcommittee membership details are provided in the Appendix.

# STRATEGIC INTENT



## Strategic Intent

AISACT is the peak body representing the ACT Independent School Sector. Our mission is the advancement of educational excellence through the promotion of a strong independent school sector in the ACT.

### PURPOSE

AISACT provides leadership and advocates for AISACT Member schools, supporting them to provide an excellent education for their students, developing resilient well-rounded young people. AISACT provides a voice to ensure our schools are recognised as integral partners in the education landscape of ACT, committed to contributing to the overall quality and good of ACT education and offering choice and diversity for ACT families.

### VALUES

#### INDEPENDENCE

The right of schools to actively promote their independence through each school's ethos and the values reflective of the school community.

#### CHOICE

The opportunity for parents and carers to exercise choice regarding the schooling they wish for their children.

#### DIVERSITY

The provision of diversity in education, and that each independent school community has the right to have their values reflected in the nature and characteristics of their school.

#### EXCELLENCE

The pursuit of excellence in education so that all students can reach their potential.

### KEY DIRECTIONS

#### SUPPORT

- Provide professional learning opportunities supporting current and emerging priorities.
- Support the provision of sound governance practices in Member schools.
- Provide strategic, responsive and specialist advice to Member schools.

#### ADVOCACY AND REPRESENTATION

- Articulate and influence school education policy representing the views and needs of independent schools.
- Liaise and advocate to political decision makers.
- Work with key stakeholders and other organisations.

### OUR IMPACT

- Enhanced public perception and understanding of independent schooling.
- Stronger collaboration between Member schools and sectors within the ACT education landscape.
- ACT Independent schools' interests recognised in education policy.
- Needs of Member schools met through the offering of excellence in services and programs.

#### COLLABORATION

- Engage and deepen collaboration and cooperation with the office and between Member schools.
- Broader engagement of all key stakeholders in the ACT.
- Promote unity of purpose within the independent sector.

#### LEADERSHIP

- Support schools as they respond to the changing needs of students and society connected to their community.
- Promote innovative and inspirational leadership in member schools.

## ADVOCACY & REPRESENTATION

As the representative body for the Independent School sector, the Association represents the sector's view to Territory and Federal governments on matters of significance and importance in education and in independent schools. The Association continued to work closely with the ACT Minister for Education and Early

Childhood, Ms Yvette Berry MLA, ministerial advisors, and senior officials from the ACT Education Directorate. The Association also worked closely with The Archdiocese of Canberra and Goulburn, Catholic Education to continue to advance the specific issues relating to Non-Government Schools in the ACT.

The Association, through Principals, Board Members, office staff, and teachers from Member schools, represents the interests of Independent Schools, independent Education, and the Association on a wide variety of committees, consultative groups and boards. In 2022, the Association of Independent Schools ACT's involvement on committees and groups includes:

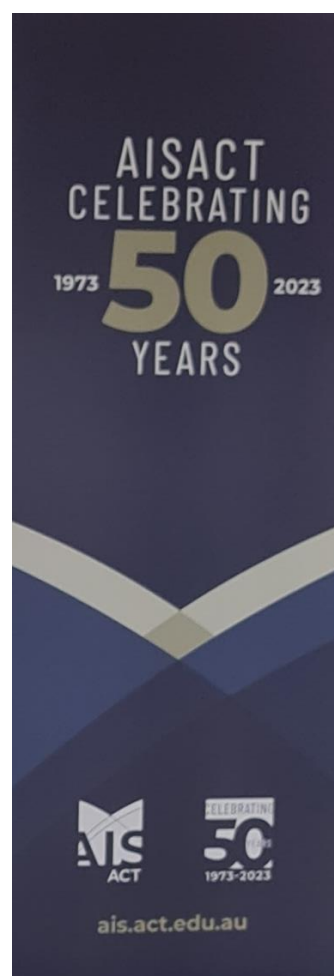
### National Representation

ACARA Curriculum Directors' Group

Australian Institute of Teaching and School Leadership (AITSL) Association for Learning Environments

Independent Schools of Australia (ISA) Board

AECD



# ADVOCACY & REPRESENTATION

## ACT Representation

### ACT BOARD OF SENIOR SECONDARY STUDIES(BSSS)

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BSSS Board

BSSS Curriculum Advisory Group

BSSS Accreditation Advisory Group

### CURRICULUM

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ACT Cross Sectoral Education Committee

Communities of Practice (various)

ANU Extension

NAPLAN Online Project Board

NAPLAN Online Cross Sector working  
group

### TEACHER QUALITY INSTITUTE

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TQI Board

TQI Initial Teacher Education Committee  
(ITEC)

TQI Professional Learning Advisory  
Committee (PLAD)

TQI Standards and Professional Practices  
Committee (SPPC)

### OTHER

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ACT Animal Ethics Committee

ACT Block Grant Authority (BGA) Board

ACT Parent Engagement Grants Program  
Board

ACT Better Schools for Kids Committee

ACT BGA Priorities Committees

NDIS Education and Employment Working  
Group

School Sport ACT Board

School Transport Liaison Committee

Sector Leaders group (ACT ED, CE, AISACT)

Safe Schools

Reportable Conduct (ACT Ombudsman)

Senior Practitioners Working Groups

Positive Partnerships

Cross Sectoral Collaboration Group- NCCD

Standby Advisory Committee

Australian Positive Behaviour Support  
Association

Reconciliation Action Plan Working Group  
(ISA)

Listen to Learn Advisory Committee

# COLLABORATION

## Our Partners

During 2023 the work of AISACT has been supported by our new primary sponsor **Edstart** and **Nexia Canberra**, our event partner once again this year.



## Programs and Initiatives

**The Association's Strategic Intent has guided the decisions and work of the Association and articulates the key directions needed to achieve the Association's goals. The Strategic Intent is supported by several operational plans.**

This report outlines the key activities of the Association to meet Member School needs and to positively advance the actions designed to achieve the objectives of the final year of the **School Education Reform Agenda and the Bi-lateral Reform Agreement with the ACT Government**

Since 2018, AISACT built and further developed the capacity of independent schools in the ACT to meet the Australian

Government's school education reform priorities for non-government schools and has continued to build on this work in 2023. To this end, AISACT provided a strong and supportive range of programs beginning in January 2023, building on the delivery modes from 2022 and delivered online over different periods to once again enjoying coming together in person.

Leadership development, staff and student wellbeing, mental health as well as coaching for school improvement continued as a focus during 2023. AISACT continued to build on previous work on the quality assurance, moderation, and support for the continued improvement of Nationally Consistent Collection of Data on School Students with Disability. AISACT continued to focus on leadership development and support with the provision of expert advice from an experienced staff member providing both hotline support and advice and on-site support at individual schools. For the implementation of online delivery of the National Assessment program, AISACT continues to work to ensure that all 18 Member Schools had access to advice and assistance regarding their readiness for the implementation of the online delivery of the National Assessment program.

The priority addressing the improvement of governance and financial management practices in non-government schools saw the Business Managers Network strengthen the sharing of expertise with a range of important topics covers around risk management, insurance, cyber safety to name a few. Extensive sharing with member schools regarding the new requirements and implications for nongovernment schools through the amended ACT Education Act continued as a priority and providing advice to support effective governance in our schools.

AISACT continued to provide specialist professional learning programs as identified in the Bilateral Agreement addressing Australian Curriculum, including general capabilities, reporting against the achievement standards, School Leadership, and literacy and numeracy. The broad range of programs were made possible by the Non-Government Reform Support Fund.

The Association has continued to collaborate and contribute with all education sectors in the ACT to provide input through reform specific governance mechanisms and communication.

The office of the AISACT entered agreements with a range of providers who provide expert advice and support on an as needs basis to member schools, including:

- Legal Advice - Snedden Hall & Gallop
- Employee Assist and Counselling Advice – Catholic Care and Exhale People
- Complaints and Investigations - Halloran and Morrissey





# SUPPORT

## Education Support

### Networks

In 2023 there were three networks for support of school staff. The Students with Disabilities Network met each term and provided professional learning, networking and resource support in teaching and learning, program support, teaching strategies and collaboration.

The NCCD Network met each semester and provided professional learning following the NCCD phases (planning, implementation, validation and reflection). An opportunity for

cross school moderation was held in term 3 and school-based support was provided upon request within moderation, evidence management, appropriate documentation, the Disability Discrimination Act, and the Disability Standards for Education.

The Student Well-Being Network was a mailing group, with resources shared, and contact maintained should schools require input or support.

### Cross Sectoral Collaboration

2023 saw the continuation of cross sectoral collaboration, particularly in information dissemination and moderation for NCCD processes. Other Cross Sectoral work was in the areas of student well-being resources, networking, Restrictive Practices and professional learning opportunities.

### Professional Learning

School and team based professional learning was collaboratively developed on request and included Behaviour Support, Trauma Informed Education Support, Student and Staff wellbeing, NCCD processes, inclusive practices, The Standards for Education, and the Disability Discrimination Act.



## 2023 Youth Mental Health First Aid Course

This Mental Health Australia accredited course, facilitated by Isabel Fox equipped adults who teach, care for, or support young people with the knowledge, skills, and confidence to recognise, understand and respond to a young person experiencing a mental health problem or mental health crisis within a school setting. The Youth Mental Health First Aid Course further provided schools with the opportunity to review school policies and processes within mental health and student support.



## 2023 Mental Health First Aid Course

Facilitated by AON this course equipped adults with the knowledge, skills, and confidence to recognise, understand and respond to a co-worker, or another adult, experiencing a mental health problem or mental health crisis.



## 2023 Program Amplify

Delivered and created by Sue Chandler this program provided early career teachers with evidence-based approaches from the science of wellbeing to enhance their pedagogy and classroom management approaches. Professional practice, professional identity, and wellbeing of early career teachers was supported through the promoting of shared learning and discovery. Opportunities for building connections across school networks were provided, along with the scope for newly learned skills and knowledge to be applied in their classes.



## Other Support

The Manager of Education Support visited schools and provided advice and resource support in areas relating to NCCD processes as well as specific support on the Disability Discrimination Act, adjustments and plans (learning, health care, behaviour, safety) for individual students, building

teams and other areas as requested. Advice was also provided around inclusive practices at a strategic level, restrictive practices, curriculum access and positive behaviour support.



# TEACHING AND LEARNING

The Office of the Association supports schools to ensure that the Australian Curriculum taught is the most current published by ACARA on the Australian Curriculum website. The review of the Australian Curriculum undertaken in 2020–2021 led to the development of the Australian Curriculum Version 9.0 (AC V9.0). This version was subsequently approved by Education Ministers in April 2022 and the ACT Minister for Education Yvette Berry MLA agreed for ACT schools to transition to the AC V9.0 by the commencement of Term One 2024. Independent schools have been busy

throughout 2023 developing context-specific plans for AC V 9.0 implementation across the eight learning areas in Years K-10.

The AISACT Teaching and Learning Subcommittee remained engaged throughout 2023, informing and supporting the work of the Association by generously sharing resources and professional insights to maximise educational excellence. The challenge regarding how to maximise and sustain emergent high yield innovative practices remains active.

## 2023-24 Promoting Self-Regulated Learning Program

Facilitated by Dr Shyam Barr, this hybrid two-year program is designed to enhance teacher knowledge and practice about self-regulated learning, thus supporting students to develop the skills required thrive in a rapidly changing social and work landscape.

The ongoing program objectives are to:

- Support educators to actively engage with research literature, enhance their knowledge of concepts in the field of self-regulated learning, develop a repertoire of research-informed strategies and consider application within their own teaching practice and unique school contexts.
- Create opportunities for educators to critically discuss concepts, cognitive psychology theories and strategies as a method of constructing knowledge and developing a shared language amongst practitioners.
- Facilitate educators in conducting independent action research within their own classes, and effectively investigate the effectiveness of their chosen pedagogical approaches.

Staggered across 2023, the online modules, group coaching sessions and school visits unpacked four core learning themes and associated learning tasks:

- Applications of motivational science
- Understanding and enhancing cognitive processes of learning.
- Metacognition, the reflective practitioner and self-regulated learning
- Sustainability of teaching approaches and self-regulated learning.

**2023 participating schools:** Blue Gum Community School, Brindabella Christian College, Canberra Grammar School, Galilee School, St Edmund's College, Daramalan College, Covenant Christian School.



## 2023 Evidence into Action Mentoring Program: Implementation for School Improvement

Throughout 2023 this ongoing project built on school engagement in previous Evidence into Action workshops. Tailored professional learning was delivered on 22 February and 6 March to support the ongoing delivery of an implementation plan based on individual school priorities. Key elements of implementation science informed the development of plans to guide the implementation of school improvement projects or approaches.

Schools received personalised support through virtual mentoring session following the initial workshop. Participants in the *2023 AISACT Australian Government's Choice and Affordability Fund (CAF) Grant Programs* also engaged with these professional learning opportunities throughout the year and showcased work to date at the 2023 AISACT Celebrating Teaching and Learning event, 8 November.

With professional input from Michael Rosenbrock (Education Consultant, Education for Learning), participants throughout the year investigated the hierarchy of evidence (Deeble & Vaughan, 2018) and the latest evidence within the E4L Teaching & Learning Toolkit, including a focus on feedback, metacognition and self-regulation. Use of the implementation plan as a road map for an improvement journey, assisted educators to answer these important questions:

- Why - the issue you want to address
- What - the approach you want to implement - active ingredients of the intervention
- How - implementation activities (fidelity, acceptability)
- How well - the implementation outcomes (short, medium and long term)
- So what - the changes you hope to see - the student outcomes (short, medium and long term).







## Sample projects:

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- School Wellbeing Dog Program
- Pastoral Program Implementation
- The Formation of a Wellbeing Framework
- Moving Mathematical Mindsets
- Moving from Evidence Informed to Evidence Based Practice
- Learning How to Learn – Filling the Gaps
- Evidence Based Graduate Teacher Support
- Beyond AC V9.0: A Framework for Interdisciplinary and Project-Based Learning in Middle School
- A Writer's Toolbox
- Soaring as a School Wellbeing Team

**2023 participating schools:** Canberra Grammar School, Emmaus Christian School, Galilee School, Radford College, Trinity Christian School, Marist College Canberra, Islamic School of Canberra, Burgmann Anglican School, Daramalan College, Covenant Christian School, St Edmund's College, Orana Steiner School.

(More information about each project is available on the AISACT website)



## 2023 Embedding Research Literacy in Schools

This initiative co-developed by Evidence for Learning, again supported participants to engage with both the conceptual and practical aspects of building capability around the meaningful use of evidence in their schools via self-paced online modules (approximately 3 hours in total).

The TQI accredited online modules explored the following themes:

- What is meant by data, research, evidence?
- What does meaningful use of research evidence look like?
- Reflecting on the use of research evidence look like?
- Reflecting on the use of research evidence in your school

- Barriers and enablers of the use of evidence in schools
- Practical aspects of mobilising and promoting the use of evidence in your school

An end-of-course webinar on 23 October, facilitated by Susannah Schoeffel (Associate Director, Evidence for Learning) and Michael Rosenbrock (Education Consultant, Education for Learning) provided an opportunity for the 50 participants to share key learnings and future directions.

## AISACT Instructional Coaching Project: 2019-2023

The 2019-2023 AISACT Instructional Coaching Program continued its positive trajectory of building internal coaching capacity, in turn, 'turbo charging' the effectiveness of implementing instructional coaching in each school's respective context. Developed by Crowther Centre Consultancy (Brighton Grammar School) two webinars were

designed for AISACT teachers to further develop and amplify specific instructional coaching skills to improve knowledge and instruction, in turn, positively influencing student learning outcomes for continuous school improvement. Webinars built clarity by focusing on key parts of building a coaching culture.

## Advanced coaching webinar 1

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High fidelity coaching and how to make the most of your coaching time and resources. It will include specific examples of high-quality coaching and how it can impact teacher quality. The session will also include strategies to create a culture of coaching within your school. It is suitable for new and experienced coaching teams.

## Advanced coaching webinar 2

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The classroom visits and what coaches look for and how to analyse it; tools and routines for increasing engagement: operationalising a playbook; measuring coaching and common findings.



## Introduction to Leadership Coaching

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This Growth Coaching International practical course explored all three elements of effective coaching practice: the GROWTH conversational framework; the key coaching skills; a coaching Way of Being; and how to apply these in a range of conversational contexts.

**2023 participating schools:** Galilee School, Marist College Canberra, Trinity Christian College, Radford College, Burgmann Anglican School, Daramalan College, Canberra Montessori School, St Edmund's College, Canberra Grammar School, Canberra Girls Grammar School, Covenant Christian School, Orana Steiner School.



## Maximising Growth

Delivered by Bronwyn MacLeod (ALDEA Education), two masterclasses were delivered to support prior learning for educators.

- **Masterclass One: Advanced Understanding and Meeting the Needs of Twice-Exceptional Students.** A deeper dive into knowing how to recognise and cater for twice-exceptional students in schools.
- **Masterclass Two: Advanced Gifted and Acceleration Policy Development.** Ensuring appropriate documentation is

in place in the school for the management of gifted programs and procedures across a school.

**2023 participating schools:** Canberra Girls Grammar School, Trinity Christian School, Daramalan College, Canberra Grammar School, Burgmann Anglican School, St Edmund's College, Emmaus Christian School, The Anglican School Googong.

## AISACT Staff Wellbeing Sessions

In partnership with Exhale People, AISACT continued its support of staff wellbeing via two initiatives.

### **Development of Guiding Principles for Creating a Culture of Wellbeing in School.**

This initiative will provide schools with the resources and methodology to drive a culture of wellbeing in a manner that is sustainable and action oriented. The three-phase approach will comprise the following stages:

- Desktop audit and development of resources
- Stakeholder consultation and refinement
- School consultations and implementation

### **Professional Development for School Executive Teams (0.5 day program).**

Program inclusions:

- Explore and articulate what wellbeing means and the impact that it has on performance and engagement
- Discover the kind of thinking habits and behaviours that impact wellbeing
- Utilise the Adesso profile to measure current state and frame ideals
- Managing the wellbeing of others in your team and broader school environment
- Improve self-awareness and social awareness
- Learn and apply techniques to build social skills

Apply emotional intelligence in daily interactions and decision making.

## SIGNIFICANT EVENTS

### AISACT Leadership Breakfast Series

The *AISACT Leadership Breakfast Series* has been established by the Association to engage school leaders across the ACT, irrespective of schooling sector, in issues of significance and importance in the education sphere; specifically, lessons in leadership as delivered by guest speakers, and how these lessons may be transferred to schools to enhance the learning achievements of all students.

The challenges for leadership in educational settings are numerous, and school leaders increasingly look beyond their own environments to learn more and improve their leadership capacity. In organising the breakfast series, the speakers are not necessarily part of the regular education speaking circuit. Rather, their expertise in leadership, and their leadership journey, provide transferable lessons in leadership for educators across Canberra.

Invitations to attend the breakfasts are extended to all schools in the ACT



#### Liz Gillies – Menzies Foundation CEO



Liz brings over 20 years' experience in social impact, philanthropy, and leadership development, to the role of Chief Executive Officer at the Menzies Foundation. She has worked across the not-for-profit, university, government, and private sectors, including setting up her own businesses.

Liz was instrumental in establishing and managing both the Centre for Ethical Leadership and the Asia Pacific Centre for Social Impact during her six years with the Melbourne Business School at the University of Melbourne.

Liz was awarded a research fellowship to investigate best practice in philanthropy, working alongside The Trust Company philanthropy team to develop the Engaged Philanthropy model. This work culminated in the national launch of the Best Practice in Philanthropy Report in 2018 and *Philanthropy – The Continued Journey to Real Impact and Better Practice* in 2021.

# SIGNIFICANT EVENTS

## Twilight Colloquium

The 2023 Twilight Colloquium was reimaged as a 'fireside chat', designed to informally explore and engage through conversations led by a number of our principals. It was held in the Morison Centre at Radford College and hosted by Ms Fiona Godfrey OAM Principal of Radford College. Invitations were given to all sectors and education authorities to attend. It was held on the evening of 21 August and was well attended and will certainly be held again in 2024 due to its success.

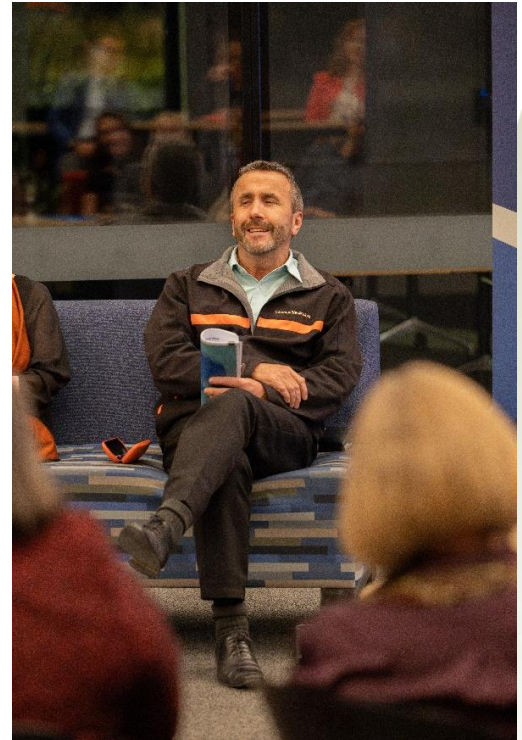
The chat was MC'd by Mr Andrew Wrigley ED AISACT and the participants were:

- Ms Maureen Hartung OAM, Executive Director, Blue Gum Community School
- Mr Tim McNevin, Principal, Communities @ Work, Galilee School
- Ms Terrie Jones, Principal, Canberra Girls Grammar School
- Mr Matthew Hutchison, Headmaster, Marist College, Canberra

*“As integral partners in the education landscape of ACT, AISACT member schools are committed to contributing to the overall quality and good of ACT education. How do the AISACT collective values of Independence, Choice, Diversity, and Excellence elevate member school impact.”*







# SIGNIFICANT EVENTS

## Lunch Time Seminar - Edstart sponsored

This initiative was held for the first time at The Boatshed and was an opportunity to gather informally over lunch to hear from Mr Jack Stevens, CEO Edstart, Jack presented the **2023 Schools Insight Report**. The report is designed to help inform school decision-making across finance, operations and strategy. This

event was attended by Principals, Business Managers, and several Board Chairs. Due to the success of this seminar, it will become an annual event informed by the current year data.



# SIGNIFICANT EVENTS

## AISACT Celebrating Teaching and Learning Event

The highly regarded AISACT Celebrating Teaching and Learning event took place on Wednesday 8 November at The Snow Centre for Education at Canberra Grammar School, attended by over 130 educators from Member Schools.

The 2023 iteration again provided an opportunity for educators to showcase and celebrate the many wonderful activities and achievements happening across Member Schools.

### Presentation topics:

- School camps: Barriers, Enabling Factors and Best Practice Risk Communications
- Comprehensible Input (CI) in a Language Class
- Feedback: Balancing Workload and Effective Feedback Cycles in Senior English
- Implementing a whole school approach to the Multi-Tiered System of Supports (MTSS)
- Digital Learning and Creativity at Radford Junior School
- Fostering deeper learning through Visual Arts
- Reflections: Reggio Emilia Study Tour 2023
- Moving from Evidence Informed to Evidence Based Practice: A Project update from the CGS Economics Department
- Aspire: Connections between careers, work placement and passion project
- The formation of a Wellbeing Framework at MCC
- Beyond ACv9.0: A framework for Interdisciplinary and Project-Based Learning in Middle School
- Implementing a Pastoral Care Program at CGS Senior School
- Capitalizing on Enthusiasm: Evidence-based Graduate Teacher Support
- Moving Mathematical Mindsets (JS Mathematics)
- Learning how to Learn – filling in the gaps
- Holistic Student Care Evaluation – Wellbeing Behaviour
- Writer's Toolbox
- Wellbeing Dog Programme
- Flying Solo to Soaring as a Wellbeing team
- The use of art to communicate understanding of knowledge and concepts
- AISACT Program Amplify







## SIGNIFICANT EVENTS

### AISACT END OF YEAR LEADERSHIP FUNCTION: Celebrating 50 Years

The Association welcomed guests, Board Members and staff from Member Schools to the AISACT End of Year Leadership Function Event held at the Marion on Lake Burley Griffin culminating our year of celebrating our 50<sup>th</sup> Anniversary. The “AISACT Celebrating 50 Years” booklet where each member school had contributed both photos and a narrative of their journey to 2023 was launched.

The event provided attendees with the opportunity to celebrate the work of the member school leaders who had made

significant contributions to education in independent schools and the Association during 2023.

During the evening departing Members of AISACT were farewelled by the Chair Dr Justin Garrick who thanked them for their work and contributions to the Association and of course to their schools. Those who were farewelled were Erik Hofsink, Principal Emmaus Christian School and Fiona Godfrey, Principal Radford College.



## SIGNIFICANT EVENTS

### AWARD FOR LEADERSHIP AND EXCELLENCE IN ACT INDEPENDENT EDUCATION

Each year the Award for Leadership and Excellence in ACT Independent Education is awarded. The award recognises an individual who, in the opinion of the members, best met the Association's mission of "Excellence in ACT Independent education".

The citation received for this year's successful leader stated:

“They have led their School with both distinction and humility and have transformed the school during their time. This person has also led their School through periods of significant change and times of challenge - obviously during the Covid-19 pandemic, and at many other times. This person also gives freely and expansively of their time within the Independent School sector, advocating for the sector and shaping the narrative of the independent school education here in the ACT, as well as nationally. This person is a leader who models compassion, humility, integrity, and service.”



The members voted and the award in 2023 went to Dr Justin Garrick Canberra Grammar School.



# STATEMENT OF COMPREHENSIVE INCOME

For the Year ended 31 December 2023

ABN: 51 980 437 786

	2023	2022
	\$	\$
<b>Income</b>		
Choice and affordability fund	545,019	416,862
Interest income	65,674	14,267
Other Income	5,920	87,838
Partnership program fund	10,000	-
Program administration	23,241	22,898
Reform support fund	472,664	476,641
Subscriptions	679,961	567,627
	<b>1,802,479</b>	<b>1,586,133</b>
<b>Expenses</b>		
Administration and office expenses	62,999	39,789
Amortisation – right-of-use asset	35,357	35,213
Consultancy and legal	5,839	17,843
Depreciation	4,621	5,987
Employee benefits expense	669,582	628,747
Finance expense – lease interest	1,877	2,590
IT expenses	7,904	7,934
Other expenses	-	85,680
Projects	664,159	573,392
Rent and equipment lease	2,729	951
Subscriptions	51,677	48,752
Travel – domestic	16,530	26,844
	<b>1,523,274</b>	<b>1,473,722</b>
<b>Surplus (Deficit) for the year</b>	<b>279,205</b>	<b>112,411</b>
Total comprehensive income/(loss) for the year	<b>279,205</b>	<b>112,411</b>

# APPENDIX

## Member Schools

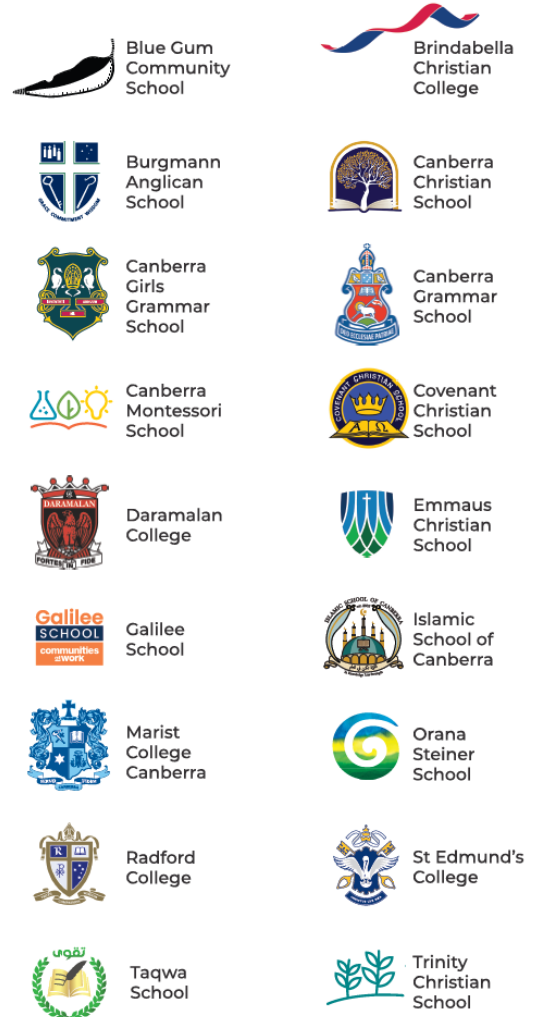
Blue Gum Community School  
Brindabella Christian College  
Burgmann Anglican School  
Canberra Christian School  
Canberra Girls Grammar School  
Canberra Grammar School  
Canberra Montessori School  
Covenant Christian School  
Daramalan College  
Emmaus Christian School  
Communities at Work Galilee School  
Islamic School of Canberra  
Marist College Canberra  
Orana Steiner School  
Radford College  
St Edmund's College  
Taqwa School  
Trinity Christian School

## Associate Member Schools

The Anglican School Googong  
Snowy Mountains Grammar School



### MEMBER SCHOOLS



### ASSOCIATE MEMBER SCHOOLS



[ais.act.edu.au](http://ais.act.edu.au)

## General Meeting Members

Maureen Hartung OAM  
Blue Gum Community School

Ketura Jones, John Clarke  
Brindabella Christian College

Leonie Harwood, Joel Anderson  
Burgmann Anglican School

Bree Hills  
Canberra Christian School

Terrie Jones, Kate Hill  
Canberra Girls Grammar School

Dr Justin Garrick, Kent Peters  
Canberra Grammar School

Halima Khurram, Karen Achurch  
Canberra Montessori School

Martin Keast, Tim James  
Covenant Christian School

Rachel Davies, Hugh Boulter  
Daramalan College

Erik Hofsink, Rebecca Jeffery  
Emmaus Christian School

Tim McNevin, Emily Fairhall  
Galilee School

Dr Mahmood Eid, Abdul Mannan  
Islamic School of Canberra

Matthew Hutchison, Christine White  
Marist College Canberra

Kelly Armstrong  
Orana Steiner School

Fiona Godfrey, David Perceval  
Radford College

Joe Zavone, Samantha Brady  
St Edmund's College

Dr Mohammad Yamin, Talib Sanoon  
Taqwa School

Ian Hewitt, Andrew Kent  
Trinity Christian School

Dr Clayton Massey, Heather Walsh  
The Anglican School, Googong

Dr Andrew Bell, David Griffiths  
Snowy Mountains Grammar School

# APPENDIX

## Executive Committee

Dr Justin Garrick  
Canberra Grammar School (Chair)

Erik Hofsink  
Emmaus Christian School (Deputy Chair)

Ian Hewitt  
Trinity Christian School

Fiona Godfrey  
Radford College

Leonie Harwood  
Burgmann Anglican School

Heather Walsh  
The Anglican School, Googong

Christine White  
Marist College Canberra

Samantha Brady  
St Edmund's College, Canberra

Maureen Hartung OAM  
Blue Gum Community School

Steven Bowers

Andrew Wrigley  
AISACT

## Finance and Risk Subcommittee

Heather Walsh (Chair)  
The Anglican School, Googong

Christine White  
Marist College Canberra

Joel Anderson  
Burgmann Anglican School

Tim James  
Covenant Christian School

Kent Peters  
Canberra Grammar School

Kate Hill  
Canberra Girls Grammar School

Samantha Brady  
St Edmund's College

David Perceval  
Radford College

Hugh Boulter  
Daramalan College

Andrew Wrigley  
AISACT

Serita Cordeiro  
AISACT

Joanne Garrison  
AISACT

# APPENDIX

## Teaching and Learning Subcommittee

Erik Hofsink (Chair)  
Emmaus Christian School

Ann Hamer  
Canberra Grammar School

Tim Bibbens  
St Edmund's College

Andy Gordon  
Radford College

Louise Wallace Richards  
Radford College

Lindy Braithwaite  
Canberra Girls Grammar School

Lisa Hivers  
Galilee School

Lynette Hussey  
Emmaus Christian School

Ben Stein  
Daramalan College

Alison Easey  
Burgmann Anglican School

Patrick Langer  
Burgmann Anglican School

Louise Wallace Richards  
Radford College

Darren Leech  
Marist College Canberra

Glenn Wykes  
Brindabella Christian College

Kelly Kierke  
Brindabella Christian College

Hannah Milliken  
Brindabella Christian College

Jo Hazell  
Trinity Christian School

Janine Rumbel  
Covenant Christian School

Kath Morwitch  
AISACT

Joanne Garrison  
AISACT

## APPENDIX

### Educational Support and Wellbeing Subcommittee

Ian Hewitt (Chair)

Trinity Christian School

Leonie Harwood (incoming Chair)

Burgmann Anglican School

Grant Barclay, Bronwyn Westcott

Marist College Canberra

Sophia Williams

Blue Gum Community School

Selina Johnston

Brindabella Christian School

Cath Amesbury

Burgmann Anglican School

Lindsey Herse

Canberra Grammar School

Leia Mackenzie, Nicole Harper

Emmaus Christian School

Eloise Freestone

Orana Steiner School

Jane Smith

Radford College

Andrew Wrigley

AISACT

Joanne Garrison

AISACT

Sue Frawley

AISACT

### Early Years Learning Subcommittee

Maureen Hartung OAM (Chair)

Blue Gum Community School

Bree Hill

Canberra Christian School

Karen Mahar

Radford College

Andrew Wrigley

AISACT

Joanne Garrison

AISACT

# APPENDIX

## Staff of the AISACT Office

Andrew Wrigley  
Executive Director

Joanne Garrison  
Senior Manager, Strategic Programs

Kath Morwitch  
Senior Manager, Curriculum and Professional Development

Sue Frawley  
Manager, Education Support

Serita Cordeiro  
Finance Officer/Office Manager











