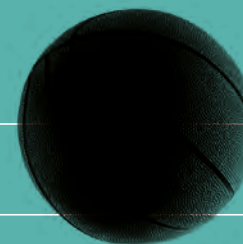

INDEPENDENT
SCHOOLS
AUSTRALIA

YEAR IN REVIEW

2022



“

We educate students starting from where they are at.”



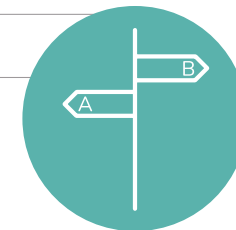
CONTENTS

ABOUT INDEPENDENT SCHOOLS AUSTRALIA	01
FROM THE BOARD CHAIR	02
CEO REPORT	04
THE INDEPENDENT SCHOOL SECTOR IN 2022	05
ADVOCATE	08
COLLABORATE	12
INFORM	16
GOVERNANCE AND OPERATIONS	20
ASSOCIATIONS OF INDEPENDENT SCHOOLS	23
ISA REPRESENTATION LIST	24

ACKNOWLEDGEMENT OF COUNTRY

INDEPENDENT SCHOOLS AUSTRALIA ACKNOWLEDGES THE TRADITIONAL CUSTODIANS OF COUNTRY THROUGHOUT AUSTRALIA AND RECOGNISES THE CONTINUING CONNECTION TO LAND, WATERS AND COMMUNITY. WE PAY RESPECT TO ELDERS PAST AND PRESENT, AND COMMIT TO THE ONGOING JOURNEY OF RECONCILIATION.

ABOUT INDEPENDENT SCHOOLS AUSTRALIA



INDEPENDENT SCHOOLS AUSTRALIA (ISA) IS THE PEAK BODY AND THE VOICE FOR THE INDEPENDENT SCHOOL SECTOR. OUR MEMBERSHIP AND BOARD ARE COMPRISED OF THE STATE AND TERRITORY ASSOCIATIONS OF INDEPENDENT SCHOOLS. WE WORK CLOSELY WITH OUR MEMBERS TO PROMOTE CHOICE, DIVERSITY AND PARTNERSHIP IN EDUCATION, AND ADVOCATE FOR ONGOING AND SUSTAINABLE LEVELS OF AUSTRALIAN GOVERNMENT SUPPORT THROUGH EFFECTIVE POLICY AND FAIR FUNDING.

OUR PURPOSE

IS TO SUPPORT OUR STATE AND TERRITORY ASSOCIATION MEMBERS BY STRENGTHENING AND PROMOTING THE INDEPENDENT SECTOR AT THE NATIONAL LEVEL AND CONTRIBUTING TO THE EDUCATION OF ALL YOUNG AUSTRALIANS.



ADVOCATE...

PROMOTE INDEPENDENT SCHOOLING THROUGH EFFECTIVE ADVOCACY AND STRONG NATIONAL REPRESENTATION



COLLABORATE...

ENGAGE WITH STAKEHOLDERS THROUGH TRUSTED RELATIONSHIPS, ACTIVE NETWORKS AND PRODUCTIVE PARTNERSHIPS TO SUPPORT INDEPENDENT SCHOOLS



INFORM...

GENERATE EXPERT AND TIMELY RESEARCH AND ANALYSIS TO INFORM CONTRIBUTIONS TO AUSTRALIAN EDUCATION

FROM THE BOARD CHAIR

MICHAEL JONES

2022 WAS A YEAR OF CONSOLIDATION AND AFFIRMATION. I AM PROUD THAT THE INDEPENDENT SCHOOLS AUSTRALIA (ISA) BOARD, THE CHIEF EXECUTIVE OFFICER (CEO), STAFF AND MEMBERS CONTINUED TO ADAPT TO THE CHALLENGES OF RECENT YEARS, AND PREPARE FOR FUTURE OPPORTUNITIES, WITH INCREASED RESILIENCE, AGILITY, AND CONTINUING PROFESSIONALISM.

Despite the continued disruption in 2021, 2022 has been a year where ISA has settled, whilst still in a period of transitioning into the unfolding future. The organisation has continued with rigor in its processes and services, and not only enriched its contribution to the sector and members, but is also looking to the future needs of Independent schooling and education in Australia.

The sustained, continual growth of enrolments in the Independent sector is a reflection of parents prioritising the education, care and development of their children, reinforcing the value of an Independent school education.

A nine per cent increase in student numbers in the 2020-2022 period means nearly 57,000 additional enrolments in Independent schools. This growth has persisted through the wiles of reduced migration, limited overall student population growth, and growing economic uncertainty and financial cost of living pressures, following the inconsistencies through the COVID-19 period of the past three years.

This growth is testament to the continuous improvement by our school leaders, the dedication of their staff and the confidence of parents, particularly achieved through the support for schools through the state and territory Associations of Independent Schools (AISs). In another demanding year, parents have grown in their understanding of the importance of a comprehensive well-rounded education available through Independent schools.

ISA's work continues the long-standing, purposeful advocacy supported by rigorous data analysis and research. ISA maintains one of the richest understandings of national education policy and funding issues, which is relied upon by government ministers and their departments through the changing machinery of government election cycles. This was never more evident in the balanced advocacy achieved in the lead-up to and subsequent follow-on from the 2022 Federal Election.

With the support of member associations, ISA has consistently and vigorously continued to represent the interests of Independent schools on our 80-plus consultative committees, and in debates on topics as varied as consent education, disability standards, funding for regional schools, and transitional funding arrangements.



“
ISA maintains one of the richest understandings of national education policy and funding issues.

”



Our participation on representative committees in 2022 continued at greater than pre-pandemic levels, and there are many working deeply behind the scenes on key issues. I again thank the many who contribute their expertise and time to this crucial work.

ISA has also worked diligently to further strengthen the quality and effectiveness of our operational and governance functions.

One aspect that has needed (and will continue to need) careful change management for ISA is the retirement of several long-standing executive directors in several AISs over the two-year period of 2021 and 2022, including Northern Territory, Queensland, Western Australia, New South Wales and South Australia. There have also been changes in three AIS board chairs.

This change is managed through careful transition and a rigorous induction process for new ISA Board directors to ensure retention of corporate knowledge and understanding of the Independent sector.

Equally, and perhaps more notable and significant for us, has been the recent notice of our highly-effective CEO who is moving into the role of CEO of AISNSW from the start of 2023. Hence, we commenced a search for a new CEO, which we are confident will lead to a significant appointment for ISA in early 2023.

I particularly wish to acknowledge and thank Margery Evans for her incredible energy and hard work in leading ISA through this period of transition in which we are operating — changes in personnel, ISA Board directors, member organisation leadership, and a change in Federal Government which potentially impacts further review of education policies in an increasing competitive environment for Federal Budget priorities.

This year we commissioned several significant pieces of research for education and the Independent sector — Prof Geoff Masters AO of the Australian Council of Educational Research (ACER) on reform challenges in school education, and Mark McCrindle of the social contribution of Independent schooling. The resulting reports will be released in 2023.

We have now firmly embedded, improved and regularly reviewed policies and risk, and monitor compliance systems and governance processes. Our annual ISA Board plan and a management work plan, directly align to our strategic plan. The ISA Board continues to play a valuable role in overseeing and exercising leadership in the realisation of these achievements.

A further review of the ISA Board's operation and processes occurred in early 2022. This enabled further refinement of our management and governance working relationship, which will continue into 2023 as we consider our new strategic plan with a new CEO in place.

I continue to be encouraged by what we have achieved and the preparations being made for the opportunities that lie ahead. I would like to thank the Board Directors, and particularly our CEO and her very dedicated, skilled and able team for their commitment, wealth of knowledge and expertise.

Congratulations on a job well done.

CEO REPORT

MS MARGERY EVANS



“
I am proud of what has been achieved and of the quality of the relationships that have been cemented.
”

IT IS WITH MIXED FEELINGS THAT I SUBMIT MY LAST REPORT AND DOCUMENT MY REFLECTIONS ON THE PAST TWO YEARS. I AM PROUD OF WHAT HAS BEEN ACHIEVED AND OF THE QUALITY OF THE RELATIONSHIPS THAT HAVE BEEN CEMENTED. I AM MOVING ON AT A TIME WHEN MOMENTUM HAS BUILT AND DIFFERENT AND NEW POSSIBILITIES FOR SERVING OUR MEMBERS ARE EMERGING.

I am very confident that the contribution ISA makes to its member state and territory Associations of Independent Schools and the Independent school sector will continue to strengthen in 2023.

The year 2022 has seen staffing stability and strong engagement by employees with the member Associations of Independent Schools and our Department of Education counterparts – all with a high level of professionalism.

We have produced more high-quality and new research reports and successfully piloted different approaches to advocacy and collaboration during these 12 months.

We have also taken advantage of the interest of new political leaders to establish professional relationships with the Minister for Education and his office, and educate members of Parliament on both sides about the diversity and strengths of Independent schools.

This has allowed ISA to perform well in three areas that have been critical to delivering on the 2022 work plan and consequently furthering ISA's strategic goals:

- enriched relationships with and between our member associations
- deepened political engagement
- diversified research to extend the scope of our advocacy.

The symposium held with our members in October was an opportunity to capitalise on the data and analytical expertise of ISA, explore and share new knowledge between the Associations of Independent Schools in each state and territory, and trial multi-lateral or bi-lateral initiatives. The overwhelmingly positive feedback from members suggests there is a strong appetite to make the symposium an annual event.

In sum, it has been a most fulfilling year that has seen the organisation move further forward on every front.

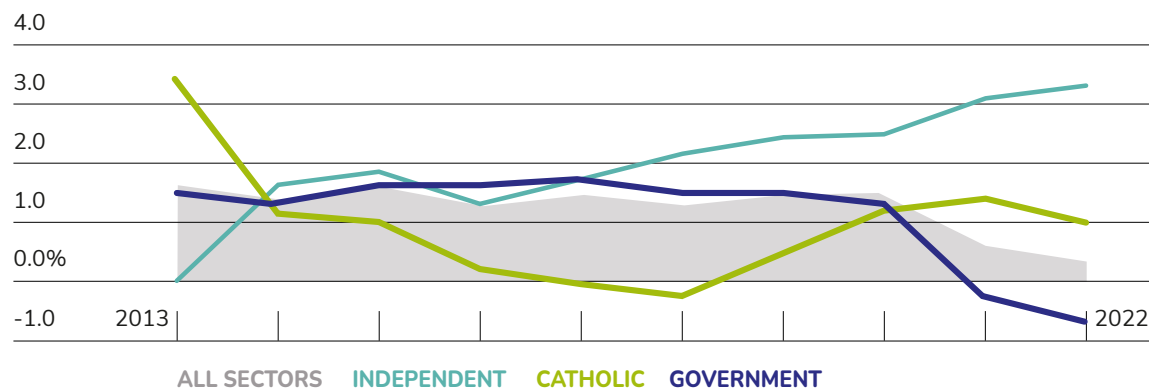
I would like to take this opportunity to thank Michael Jones for his provocations and leadership, the ISA Board for their steadfast support and insights and to express my deep gratitude to the small, highly-expert and professional team at ISA. It is *they* who do all the heavy lifting and produce the high-quality work that ensures our sector has a clear and powerful voice.

I am grateful for the opportunity to have guided ISA's journey for a short while.

THE INDEPENDENT SCHOOL SECTOR IN 2022

IN 2022, THE NUMBER OF STUDENTS ENROLLED IN AN INDEPENDENT SCHOOLS GREW BY 3.2 PERCENT, THE SECTOR'S STRONGEST GROWTH IN MORE THAN A DECADE. THE INDEPENDENT SECTOR GREW NOT ONLY IN THE NUMBER OF STUDENTS, BUT AS A PROPORTION OF ALL AUSTRALIAN STUDENTS. ACROSS AUSTRALIA, THERE WERE 1,209 INDEPENDENT SCHOOLS AND THEY ENROLLED A TOTAL OF 688,638 STUDENTS. THIS NUMBER OF STUDENTS REPRESENTS ABOUT 17 PER CENT OF ALL SCHOOL STUDENTS IN AUSTRALIA.

GROWTH IN SCHOOL ENROLMENTS ACROSS ALL SECTORS



3.2%

ENROLMENT GROWTH

Enrolments in Independent schools continued to grow strongly.

1,209

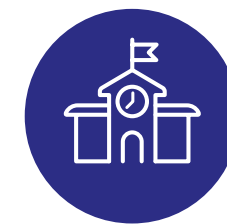
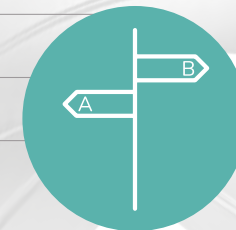
NUMBER OF INDEPENDENT SCHOOLS

22 more Independent schools opened their doors.

21,379

ADDITIONAL STUDENTS

More students enrolled in an Independent school.



“

We help students who don't fit into the mainstream to change the next part of their story.

KELLY, SOCIAL WORKER
GALILEE — A SPECIAL ASSISTANCE SCHOOL



NATIONAL EDUCATION FORUM

The ISA and Association of Heads of Independent Schools of Australia (AHISA) National Education Forum 2022: Health of the Nation, went ahead on 17 March 2022 after being postponed in 2021 due to COVID-19.

The event included a range of speakers including then Minister for Education, the Hon Stuart Robert MP and then Shadow Minister for Education The Hon Tanya Plibersek MP.

Read more on page 14.



EXTENSION OF THE NGRSF

Following the advocacy efforts of ISA and National Catholic Education Commission (NCEC), the Non-Government Reform Support Fund (NGRSF) (\$17m for the Independent sector) was extended for a further year to the end of 2023.

This enabled the AISs to continue their support and professional learning for schools to implement government reforms in the important areas of NAPLAN Online transition, the Nationally Consistent Collection of Data on School Students with Disability and improving school governance and financial management.



FEDERAL ELECTION CAMPAIGN

As part of the campaign in the lead up to the Federal Election of 21 May 2022, ISA developed four position statements, an overview of political parties' policies on education and other campaign collateral in addition to a dedicated section on the ISA website.

Post-election, ISA wrote to incoming Members of Parliament offering congratulations and an invitation to receive a profile of Independent schools of their electorate.

This was a popular initiative and 26 MPs took up the offer of a customised profile, showing Independent school types, sizes and locations — as well as the demographics of the families choosing Independent schooling.





ROUNDTABLE WITH MINISTER CLARE

A roundtable discussion with the Hon Jason Clare MP was held at Parliament House in Canberra on 17 October 2022. The roundtable discussion was an opportunity for:

- Minister Clare to hear firsthand from teachers and school leaders about the significant contribution Independent schooling makes to the education of young Australians
- Minister Clare to gain an understanding of the diversity, complexity and issues that impact Independent schools
- participants to hear about Minister Clare's priorities for education.



EARLY CHILDHOOD RESEARCH

To better understand the issues facing providers of early childhood education and care, ISA conducted an environmental scan of services provided by the Independent school sector.

For the first time, ISA drew together diverse information relating to the provision of early childhood education and care in the Independent sector, including insights from the AISs.

ISA was then able to meet with Dr Anne Aly, Minister for Early Childhood Education and Care and present her with a copy of the ISA report; *Early Childhood Education and Care: An Environmental Scan*, to assist in broader understanding of the early childhood education and care in the Independent sector.



NEW ISA WEBSITE

ISA launched a new website in June 2022. This new site is leaner than the previous site and has a robust structure and design that will serve ISA well into the future.

In addition to promoting Independent schools and ISA work, it creates a human element with photos and quotes from ISA 'ambassadors', comprising students, teachers and leaders in the Independent school sector.



ADVOCATE

ISA PROMOTES INDEPENDENT SCHOOLING IN AUSTRALIA THROUGH EFFECTIVE ADVOCACY AND STRONG NATIONAL REPRESENTATION. WITH THE SUPPORT OF THE MEMBER ASSOCIATIONS, ISA CONTINUES TO ADVOCATE ON BEHALF OF INDEPENDENT SCHOOLS ON A WIDE RANGE OF ISSUES IMPACTING INDEPENDENT SCHOOLS.

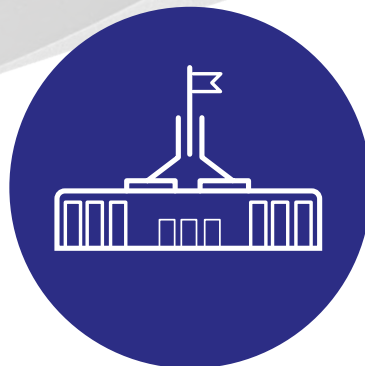
STUART, PARENT

IN THE LEAD-UP TO THE 2022 FEDERAL ELECTION, ISA WAS ACTIVE IN KEEPING THE INDEPENDENT SCHOOL SECTOR INFORMED OF THE POLICY PLATFORMS AND WITH THE CHANGE OF GOVERNMENT, ISA CONTINUED ITS ADVOCACY, ENGAGEMENT AND SUBSEQUENT RELATIONSHIP BUILDING WITH A NEW MINISTER FOR EDUCATION. THIS ADVOCACY RANGED FROM ADDITIONAL SUPPORT FOR STUDENTS AND SCHOOLS AFFECTED BY FLOODING TO EXTENDING THE NON-GOVERNMENT REFORM SUPPORT FUND FOR ANOTHER YEAR TO THE END OF 2023.



PARLIAMENTARY CONTACT

A key priority in 2022 was successfully establishing relationships with key education Ministers in the new Labor government — Minister for Education, the Hon Jason Clare MP, and also the Minister for Early Childhood Education and Youth, The Hon Dr Anne Aly MP, and their key staff.



Other key parliamentary advocacy achievements in 2022 included the following:

- Engagement with Ministers Roberts and McKenzie resulted in additional support for students and schools impacted by flooding — \$1,372,623 to AISNSW and \$1,130,604 to ISQ;
- The Non-Government Reform Support Fund extension to 2023 was supported in both the May (Coalition) Federal Budget and the October (Labor) Federal Budget;
- Neither the May (Coalition) Federal Budget or the October Federal Budget (Labor) contained any reduction in Commonwealth funding to Independent schools;
- The ISA CEO was invited to participate in Minister Clare’s Teacher Workforce Roundtable in August 2022 and to participate in the resultant working group, which developed the National Teacher Workforce Action Plan that aims to address the critical teacher shortages impacting all sectors of education, including the Independent sector;
- Seventeen teachers and school leaders from remote, regional, metropolitan, boarding and special schools from across Australia participated in the roundtable discussion. In addition, the Executive Directors and Chief Executives (or their representatives) of each state and territory Association of Independent Schools were present, together with the CEO and senior staff from Independent Schools Australia;
- ISA met with Minister Aly on 22 November 2022 to provide a briefing on early childhood services in the Independent sector;
- Intensive negotiations held with Minister Clare’s office to mitigate the impact of the cessation of deeming on selected Independent schools resulted in a four year transition.

REPRESENTATION ON NATIONAL COMMITTEES

Key staff from ISA, member associations and Independent schools represented the Independent school sector on a wide range of committees, taskforces and working groups during 2022.

This representation ensured the views and distinctive needs of the sector were recognised, and that Independent schools have access to services and programs developed by the Australian Government.

These consultative national bodies engaged in the educational issues that emerged from the Australian Government's national education agenda including NAPLAN Online, the Australian Curriculum, information and communications technology, vocational education and training, Indigenous education, students with disability, international education, funding, data collection and reporting, student wellbeing, teaching, early childhood, and school leadership.

Effectively representing the sector requires significant effort and resources. ISA greatly respects and values the expertise and time generously provided by those involved.

The list of the committees and working groups with representatives is at page 24.



“

We try to give every student the chance to explore and discover who they are.

DR JUSTIN GARRICK
PRINCIPAL
CANBERRA GRAMMAR SCHOOL
CHAIR, AISACT EXECUTIVE
COMMITTEE
BOARD MEMBER, ISA

DEPARTMENTAL LIAISON

Throughout 2022, ISA liaised frequently and extensively with senior officers of the Department of Education (formerly the Department of Education, Skills and Employment).

ISA engaged with the department on a range of national priority areas for education policy including the School Resource Standard funding model and funding volatility, issues

associated with the cessation of deeming for schools, implementation of the recommendations of the Review of the Disability Standards for Education, the proposed unique student identifier for schools, NAPLAN and the Online Formative Assessment Initiative, early childhood education and care, and the review of the loading for students with disability.

There was also a continued emphasis on the ongoing return to school/boarding post COVID-19 lockdowns, ongoing impact on the mental health and wellbeing of student and staff in schools, and the return of overseas students with the re-opening of Australia's borders.



SUBMISSIONS

These submissions to Parliamentary and other inquiries present the position of Independent schools. They highlight the contribution, needs and challenges of Independent schools and underscore their breadth, reach and interests.

JANUARY	2022-23 FEDERAL BUDGET SUBMISSION	Submission to the Federal Budget highlighting three areas of concern for Independent schools: Support for learners' wellbeing, support for choice, and support for implementing national reform priorities.
MARCH	SOCIAL MEDIA AND ONLINE SAFETY	Response to the Inquiry by the Select Committee on Social Media and Online Safety on the range of potential harms faced by Australians from social media and other online platforms.
APRIL	OVERSEAS STUDENT HEALTH COVER	Response to proposed changes to the Deed for the provision of Overseas Student Health Cover, with a particular focus on under 18-year-old students' rights and obligations, at-risk students with mental illnesses and students that develop other health conditions post-enrolment.
APRIL	EDUCATION SERVICES FOR OVERSEAS STUDENTS	Response to the review of the legislative framework for the Education Services for Overseas Students by the Department of Education, Skills and Employment.
APRIL	DEDUCTIBLE GIFT RECIPIENT CATEGORY FOR PASTORAL CARE	Response to the announcement of a new deductible gift recipient (DGR) category to be added to the Income Tax Assessment Act 1997 for use in the provision of pastoral care services in Australian schools.
JULY	REVIEW OF THE NATIONAL SCHOOL REFORM AGREEMENT	Submission to the Productivity Commission including the National Policy Initiatives, the impact of the bilateral agreements, the challenges of implementation and the measurement framework.
AUGUST	DRAFT NATIONAL STATEMENT OF COMMITMENT TO TRANSFORM EDUCATION	Response to the draft National Statement of Commitment, of which ISA is broadly supportive.
SEPTEMBER	NATIONAL SCHOOL CHAPLAINCY PROGRAM REVIEW	Response to the consultation commissioned by the Australian Government Department of Education to evaluate and assess the effectiveness of the National School Chaplaincy Program.
OCTOBER	REVIEW OF THE NATIONAL SCHOOL REFORM AGREEMENT – INTERIM REPORT	Response to the Productivity Commission's interim report.
NOVEMBER	DRAFT NATIONAL TEACHER WORKFORCE ACTION PLAN	Response to the draft National Teacher Workforce Action Plan agreed on by Education Ministers, of which ISA is supportive.
DECEMBER	INQUIRY INTO SCHOOL REFUSAL	Response to the Senate Inquiry into the National Trend of School Refusal.
DECEMBER	INQUIRY INTO TOURISM AND INTERNATIONAL EDUCATION	Response to the Joint Standing Committee on Foreign Affairs, Defence and Trade's Inquiry into Australia's tourism and international education sectors.
DECEMBER	A MIGRATION SYSTEM FOR AUSTRALIA'S FUTURE	This submission focuses on the Student Visa Program and the current barriers to teachers and other school staff on Temporary Skill Shortage visas to address the current teacher shortage.

COLLABORATE

ISA MAINTAINS AND DEVELOPS TRUSTED RELATIONSHIPS AND NETWORKS. THESE RELATIONSHIPS BROADEN STAKEHOLDERS' UNDERSTANDING ABOUT THE DIVERSITY AND CONTRIBUTION OF INDEPENDENT SCHOOLS AND CONTRIBUTE TO ISA KNOWLEDGE AND EXPERTISE.



SHAEKEA, YEAR 11

THROUGHOUT 2022, ISA CONTINUED TO WORK EFFECTIVELY WITH MEMBER ASSOCIATIONS, KEY STAKEHOLDERS AND NATIONAL AND INTERNATIONAL BODIES IN AREAS RANGING FROM THE 2022 FEDERAL ELECTION THROUGH TO BUILDING STRONGER WORKING RELATIONSHIPS AND RELATIONSHIPS WITHIN THE SECTOR.



STATE AND TERRITORY ASSOCIATIONS OF INDEPENDENT SCHOOLS

The strengthening of arrangements put in place in 2021 have contributed to the improved links between ISA and its members including:

- consistent attention to regular two-way communication between AIS and ISA leaders
- increased reliance on and involvement of expertise from within AIS as sector representatives
- regular use of individuals and special purpose groups to inform and shape ISA's work (Eg. Executive Directors and Chief Executives in advocacy support, communications task force, research steering groups).

Five new strategies tried this year have also increased familiarity and trust with AISs and resulted in improved services:

- Executive Directors' and Chief Executives' retreat
- ISA/AIS symposium
- Direct services to AISs (snapshots, dashboard, electoral information, etc.)
- Shared Federal Election campaign with ISQ
- Position statements on key issues jointly composed with senior AIS staff (Eg. Consent education and JobKeeper)

ISA/AIS SYMPOSIUM

ISA held a symposium for more than 50 senior ISA and AIS staff in Brisbane 13 October 2022. This was the first opportunity for members to come together since the COVID-19 lockdowns. It was a time to reconnect, share ideas and resources and learn from each other.

The symposium program included three streams:

- Leadership (led by Nicola Davidson from AISWA)
- Teaching and Learning (led by Deb Carmichael and Nikki Maguire from ISV)
- Wellbeing (led by Lisa Ridings from AISNSW).



The symposium had positive feedback, with a follow-up survey showing that many participants had stayed in touch following the event. It also led to the creation of an ISA/AIS wellbeing group. It is intended that the symposium becomes an annual event.

LEADERSHIP RETREAT

ISA held a successful retreat for executive directors and chief executives of member associations.

The aims of the retreat were to build the connections and share ideas between members. It was an opportunity to gain deeper insights into each other's organisations, challenges and consider solutions.

There were formal and informal opportunities to talk about the 'character' of each AIS; the member profile; essential and 'value-add' services; funding arrangements; immediate and emerging challenges and potential solutions; and potential bilateral and multilateral collaborations.

The retreat was held on the Mornington peninsula, Victoria in August over one and a half days.

KEY RELATIONSHIPS

There are a range of other groups with whom ISA regularly consults and collaborates including:

- National Catholic Education Commission
- National agencies: Australian Curriculum Assessment and Reporting Authority (ACARA), Australian Institute for Teaching and School Leadership (AITSL), Education Services Australia (ESA) and Australian Education Research Organisation (AERO)
- Association of Heads of Independent Schools Australia (AHISA)
- Association of School Bursars and Administrators (ASBA)
- Independent Schools International Research and Data Group.

National Independent school sector education organisations

The 19 national Independent school sector education associations are important stakeholders of ISA. Representatives of these organisations participate in two National Consultative Group meetings annually, convened by ISA, to update colleagues and highlight priorities and issues affecting Independent schools. The information exchanged through these informal discussions enhances ISA’s capacity to comprehensively represent the views of the Independent school sector.



National Consultative Group Highlights

- Sophie Renton, Social Researcher and Managing Director with McCrindle, gave a presentation on the future of education and how school leaders can prepare today’s ‘Generation Alpha’ students. Ms Renton’s presentation provided insights into the world of learning, life and work facing today’s students and how the education their schools provide might prepare students for the future.
- Mr Tony Cook PSM, then Acting Secretary of the Department of Education, also provided an update to the National Consultative Group on the Department’s progress on the draft National Teacher Workforce Action Plan and provided updates on key education initiatives and the work relating to the National School Reform Agreement.

ISA/AHISA National Education Forum

The joint ISA/AHISA National Education Forum, went ahead on 17 March 2022 after being postponed due to the pandemic. The Hon Stuart Robert MP (then Minister for Education) and the Hon Tanya Plibersek MP (then Shadow Minister for Education) addressed some 266 delegates. The theme of the forum was student and staff mental health and wellbeing, which emerged as a pressing concern for schools during the COVID-19 pandemic. Professor Donna Cross (Program Head of the Telethon Kids Centre) provided a keynote address on this topic. The forum was hosted by Margery Evans CEO ISA and the Rev Chris Ivey, AHISA National Chair.

Speakers:

- THE HON STUART ROBERT MP**
MINISTER FOR EDUCATION
LIBERAL PARTY OF AUSTRALIA
- THE HON TANYA PLIBERSEK**
SHADOW MINISTER FOR EDUCATION
AUSTRALIAN LABOR PARTY
- KAREN MUNDINE** *pictured left*
CHIEF EXECUTIVE OFFICER,
RECONCILIATION AUSTRALIA
MOVING FROM SAFE TO BRAVE
- MARGERY EVANS**
CHIEF EXECUTIVE OFFICER, ISA
HEALTH OF THE INDEPENDENT
SECTOR
- PROFESSOR PAMELA HANRAHAN**
UNIVERSITY OF NSW
GOVERNANCE AND ETHICS
- REBECCA RAZAVI**
E-SAFETY COMMISSION
- PROFESSOR DONNA CROSS**
PROGRAM HEAD, HEALTH
PROMOTION AND EDUCATION
GOLDILOCKS CONDITIONS FOR
STUDENT AND STAFF WELLBEING
- CRAIG JAMES**
CHIEF ECONOMIST, COMMSEC
ECONOMIC FORECAST



NATIONAL CONSULTATIVE GROUP MEMBERS AS AT 31 DECEMBER 2022

ADVENTIST SCHOOLS AUSTRALIA

NATIONAL DIRECTOR
WWW.ADVENTIST.EDU.AU

ANGLICAN SCHOOLS AUSTRALIA

PRESIDENT
CHIEF EXECUTIVE OFFICER
WWW.ANGLICANSCHOOLS.AUSTRALIA.EDU.AU

ASSOCIATION OF HEADS OF INDEPENDENT SCHOOLS OF AUSTRALIA

CHIEF EXECUTIVE OFFICER
WWW.AHISA.EDU.AU

ASSOCIATION OF SCHOOL BUSINESS ADMINISTRATORS

CHIEF EXECUTIVE OFFICER
WWW.ASBA.ASN.AU

AUSTRALIAN ASSOCIATION OF CHRISTIAN SCHOOLS

EXECUTIVE OFFICER
WWW.AACS.NET.AU

AUSTRALIAN COUNCIL OF JEWISH SCHOOLS

EXECUTIVE DIRECTOR
WWW.ACJS.EDU.AU

AUSTRALIAN BOARDING SCHOOLS ASSOCIATION

EXECUTIVE OFFICER
WWW.BOARDING.ORG.AU

AUSTRALIAN PARENTS COUNCIL

PRESIDENT
WWW.AUSTPARENTS.EDU.AU

AUTISM SPECTRUM AUSTRALIA (ASPECT)

WWW.AUSTISMSPECTRUM.ORG.AU

CHRISTIAN EDUCATION NATIONAL

CHIEF EXECUTIVE OFFICER
WWW.CEN.EDU.AU

CHRISTIAN SCHOOLS AUSTRALIA

CHIEF EXECUTIVE OFFICER
EXECUTIVE OFFICER, NATIONAL POLICY
WWW.CSA.EDU.AU

ECUMENICAL SCHOOLS AUSTRALIA

EXECUTIVE GENERAL MANAGER
WWW.ECUMENICALSCHOOLS.COM.AU

GREEK ORTHODOX SCHOOLS

HEAD OF COLLEGE
ST SPYRIDON COLLEGE

ISLAMIC SCHOOLS ASSOCIATION OF AUSTRALIA

CHAIR
WWW.ISAAHOME.ORG.AU

LUTHERAN EDUCATION AUSTRALIA

EXECUTIVE DIRECTOR
WWW.LUTHERAN.EDU.AU

MONTESSORI AUSTRALIA FOUNDATION LTD

WWW.MONTESSORI.ORG.AU

NATIONAL INDEPENDENT SPECIAL SCHOOLS ASSOCIATION

CHAIR

STEINER EDUCATION AUSTRALIA

CHIEF EXECUTIVE OFFICER
WWW.STEINEREDUCATION.EDU.AU

UNITING CHURCH

UNITING CHURCH IN AUSTRALIA
WWW.ASSEMBLY.UCA.ORG.AU

INFORM

ISA PRODUCES ACCURATE, TIMELY RESEARCH AND ANALYSIS TO INFORM MEMBER ASSOCIATIONS, POLICY MAKERS AND OTHER STAKEHOLDERS. THIS BODY OF WORK BUILDS ISA'S REPUTATION AS A SOURCE OF CREDIBLE INFORMATION.

SUSAN, PARENT

IN 2022, ISA CONTINUED TO STRENGTHEN AND EXPAND THE RESEARCH AND ANALYSIS IT PROVIDES BOTH TO AISS AND FOR PUBLIC RELEASE. IN THE PUBLIC SPHERE, ISA CONTINUES TO FOCUS ON PROMOTING AN UNDERSTANDING OF THE INDEPENDENT SECTOR AND TO ALSO HIGHLIGHT ITS DIVERSITY.



DATA ANALYSIS AND RESEARCH

ISA's data analysis and research agenda continued to grow in 2022 as well as continuing key statistical analyses, sector specific research and ISA's signature publications. All of these pieces serve to deepen our understanding of the Independent school sector and to highlight the needs and diversity of the sector publicly.

KEY STATISTICAL PROJECTS

Trends in Key Economic Parameters

MARCH, JUNE, SEPTEMBER, DECEMBER 2022

A quarterly report on economic context for Independent schools in Australia.

Examination of trends in key economic parameters using ABS price index data, school-based ABS and ACARA data provides a picture of the economic environment in Australia as it relates to schooling. The analysis continues to be published quarterly due to the ongoing local and international impacts on the Australian economy of COVID-19.

School Enrolment Trends and Projections

JULY 2022

An in-depth analysis of school enrolment trends and projections.

It includes an historical and current analysis of enrolments (enrolment figures, growth, and share). This paper presents projected enrolments of all states and sectors to 2031, based on ISA's own forecast modelling.

Enrolment Trends: Independent School Sector Deep Dive

OCTOBER 2022

Analysis of trends revealed by data from Independent schools.

ISA used school-level data from Independent schools to conduct a deep dive analysis into key characteristics of Independent schools, enrolment trends over the past five years, and the type of schools experiencing growth. The purpose of this research is to provide credible information that can inform policy makers.



ANNUAL PUBLICATIONS

Snapshot of Independent schooling in Australia

MARCH 2022

Key statistical and explanatory information about the Independent school sector, published in hard copy as an A4 six-page foldout pamphlet and on the ISA website.

Independent schools at a glance

MARCH 2022

Simplified infographic version of the *Snapshot*, published on the website and in hard copy as a one-page A4 handout.

Snapshots of states and territories

APRIL — JULY 2022

In 2022 ISA also produced comprehensive snapshots of Independent schools at the state/territory level for six AIS for the first time. Each snapshot was professionally designed with AIS branding, profiling Independent schools in their jurisdiction.

These six-page snapshots drew on data that ISA has particular expertise in analysing and presenting gained from producing the annual national ISA *Snapshot*. These products will become part of our annual work program.

RESEARCH

Student and staff wellbeing

MAY 2022

COVID-19 had a significant impact on the wellbeing of staff and students in all schools. This research on student and staff wellbeing and mental health was commissioned by ISA in 2021 and prepared by Telethon Kids Institute. ISA commissioned the report to help inform decisions about the sort of support schools require to best respond to the needs of students.

Socio-economic benefits of Independent Boarding Schools

MAY 2022

ISA commissioned AEC Group to produce this report about the social and economic benefits of Independent boarding schools on behalf of the sector. This report provides an independent, evidenced-based assessment of the economic and social impact of providing boarding-related services and activities taking place in Independent boarding schools.

Independent Boarding – A National Perspective

MAY 2022

Independent Boarding: A national perspective, was developed by ISA to provide a research-led and in-depth analysis of the state of boarding in the Independent sector, and to offer a detailed view on the current and future prospects of Independent schools boarding in Australia.

Case studies of Non-Government Reform Fund success

MAY 2022

The publication showcases programs in four Independent schools that implemented key government reforms, one for each reform priority: Supporting NCCD, implementing NAPLAN online, governance and financial management, and improving schools. Each case study illustrates the supports and assistance schools received from their respective Association of Independent Schools.

In 2022 ISA also commissioned two pieces of research to be completed in 2023, Prof Geoff Masters AO (ACER) on reform challenges in school education, and McCrindle Research on the social contribution of Independent schooling.

Special Assistance Schools: Case studies

OCTOBER 2022

Special assistance schools are uniquely positioned to support students who have become disengaged from schooling for any number of reasons and difficult life circumstances. ISA visited special assistance schools across Australia to compile case studies that demonstrate the importance of the work they perform in reengaging students in education. The case studies will be published in a full report in 2023.

Early childhood services: An environmental scan

NOVEMBER 2022

The report examines the environment in which providers of early childhood education and care operate. It highlights challenges that include funding complexity, workforce shortage, addressing needs of equity groups, regulatory burden and availability of national, sector and state and territory data.



SOCIAL MEDIA

ISA continued building its social media presence on LinkedIn, Twitter (@IndSchoolsAus) and Facebook (IndSchoolsAus) platforms and increased the number of followers in 2022 from a combined total of 1,989 to 2,598.



WEBSITE VISITORS

Website analytics were set up after the new website was launched mid-year, so results relate to only part of the year. This is what the available data indicates:

- About 1,800 unique users visit the ISA website each month;
- Topics most explored by website users are about characteristics of Independent schools; myth busting, diversity and disability;
- Reports most often accessed are *At a Glance* (one page) and *Snapshot* (six pages);
- About 60 per cent of users land on our website from clicking on search engine results, mainly Google. Others land by clicking on links in emails, other websites or social media.

MEDIA RELEASES

13 January	Additional funding will support students in remote areas
25 January	ISA welcomes Labor's policy for schools
9 February	All students deserve protection against unfair discrimination
23 February	ABS data shows significant growth in Independent school enrolments
8 March	Respectful Relationships start in childhood
17 March	National Education Forum in Canberra today
30 March	Federal Budget provides certainty for Independent schools
22 April	Independent schools seek assurances from Federal Election candidates
9 May	Boosting investment in teachers is good for education
1 June	ISA congratulates new Education Minister
23 September	ISA welcomes announcement of teacher education expert panel
24 October	More teaching places at universities welcome
26 October	What the Federal Budget means for Independent schools
4 November	ISA welcomes consultation on draft plan for teacher workforce
10 November	Independent schools are accountable to parents, communities and the public
24 November	Early Childhood Education and Care: Environmental Scan released today
3 December	Independent schools welcome Minister's decision on deeming
7 December	ISA congratulates new AHISA CEO

GOVERNANCE AND OPERATIONS

INDEPENDENT SCHOOLS AUSTRALIA IS GOVERNED BY A BOARD COMPRISING REPRESENTATIVES OF THE EIGHT STATE AND TERRITORY MEMBER ASSOCIATIONS AND THEIR EXECUTIVE DIRECTOR OR CHIEF EXECUTIVE OFFICER.



ISA BOARD

The ISA Board comprises the chair or a delegate from the boards of each of the state and territory Associations of Independent Schools plus the executive director or chief executive of the eight associations.

Three long-standing executive directors/chief executives retired in 2022. Dr Newcombe AM retired from his position as Chief Executive of AISNSW at the end of 2022 after 18 years in the role. Valerie Gould retired in September following 24 years working at AISWA, including 13 years as Executive Director.

Carolyn Grantskalns announced she would retire in early 2023 after 10 years as CEO of AISSA. The ISA Board acknowledged their distinguished service and thanked them for their significant contribution to Independent Schools Australia.

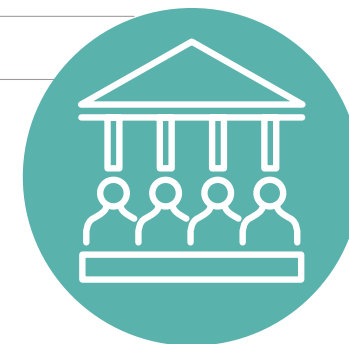
Chris Massey, incoming CEO of AISWA, was welcomed by the ISA Board at his first meeting in November.

The ISA Board focussed on several key initiatives during 2022 including:

- Endorsing an election strategy developed by the ISA CEO and executive directors/chief executives in preparation for the May Federal Election;
- Holding a board summit in March to discuss and reach agreement on what ISA should do, what that looks like when done well, and what is needed to ensure success. Four actions resulted from the summit: To develop position statements on key issues; to share AIS issues and research updates; to hold a senior leadership retreat; and to hold a symposium for senior AIS staff.

- Endorsing the National Forum to bring together expertise on student and staff wellbeing;
- Amending the ISA Constitution to make clearer the methodology used to calculate membership subscriptions, and capping the 2022 subscription amount as a baseline for all members with future annual subscriptions increased by applying the Consumer Price Index;

- Commencing the recruitment process to appoint a new CEO following Margery Evans' resignation to accept the position of CEO of AISNSW;
- Surveying ISA Board directors to review the board's meetings, processes and direction. The survey results indicated that the majority of directors were satisfied with the board's meetings, processes and direction and identified some areas for improvement.



ISA BOARD DIRECTORS DURING 2022

MR MICHAEL E JONES OAM JP
CHAIR
DEPUTY CHAIR AISNSW BOARD

MR JOHN RALSTON OAM
NEW SOUTH WALES
CHAIR OF AISNSW BOARD

DR GEOFF NEWCOMBE AM
NEW SOUTH WALES
CHIEF EXECUTIVE, AISNSW

MR PHILIP GRUTZNER
VICTORIA
DIRECTOR OF ISV BOARD

MS MICHELLE GREEN
VICTORIA
CHIEF EXECUTIVE, ISV

MRS KAREN SPILLER OAM
QUEENSLAND
CHAIR ISQ BOARD

MR CHRISTOPHER MOUNTFORD
QUEENSLAND
CHIEF EXECUTIVE OFFICER, ISQ

MR KRISTIAN DOWNING
SOUTH AUSTRALIA
DIRECTOR OF AISSA BOARD
(RESIGNED JUNE 2022)

MR PAUL WEINERT
SOUTH AUSTRALIA
(APPOINTED AUGUST 2022)

MRS CAROLYN GRANTSKALNS
SOUTH AUSTRALIA
CHIEF EXECUTIVE, AISSA

DR ALEC O'CONNELL
WESTERN AUSTRALIA
CHAIR AISWA BOARD

MS VALERIE GOULD
WESTERN AUSTRALIA
EXECUTIVE DIRECTOR, AISWA
(RETIRED SEPTEMBER 2022)

MR CHRIS MASSEY
WESTERN AUSTRALIA
EXECUTIVE DIRECTOR, AISWA
(APPOINTED SEPTEMBER 2022)

MR JOHN GREEN
TASMANIA
PRESIDENT OF IST BOARD

MR TONY CREHAN
TASMANIA
EXECUTIVE DIRECTOR, IST

MR MICHAEL TUCKER
NORTHERN TERRITORY

MS CHERYL SALTER
NORTHERN TERRITORY
EXECUTIVE DIRECTOR, AISNT

DR JUSTIN GARRICK
AUSTRALIAN CAPITAL TERRITORY
CHAIR AISACT EXECUTIVE
COMMITTEE

MR ANDREW WRIGLEY
AUSTRALIAN CAPITAL TERRITORY
EXECUTIVE DIRECTOR, AISACT



FINANCE, RISK AND AUDIT COMMITTEE

The Finance, Risk and Audit Committee (FRAC) supports the ISA Board’s oversight of finance, risk and compliance, and internal and external audits.

With the committee’s policies and procedures well established during 2021, the work of FRAC included the oversight of ISA’s finances, investment strategy, preparation of the annual budget, monitoring and assessing risk and reviewing policies.

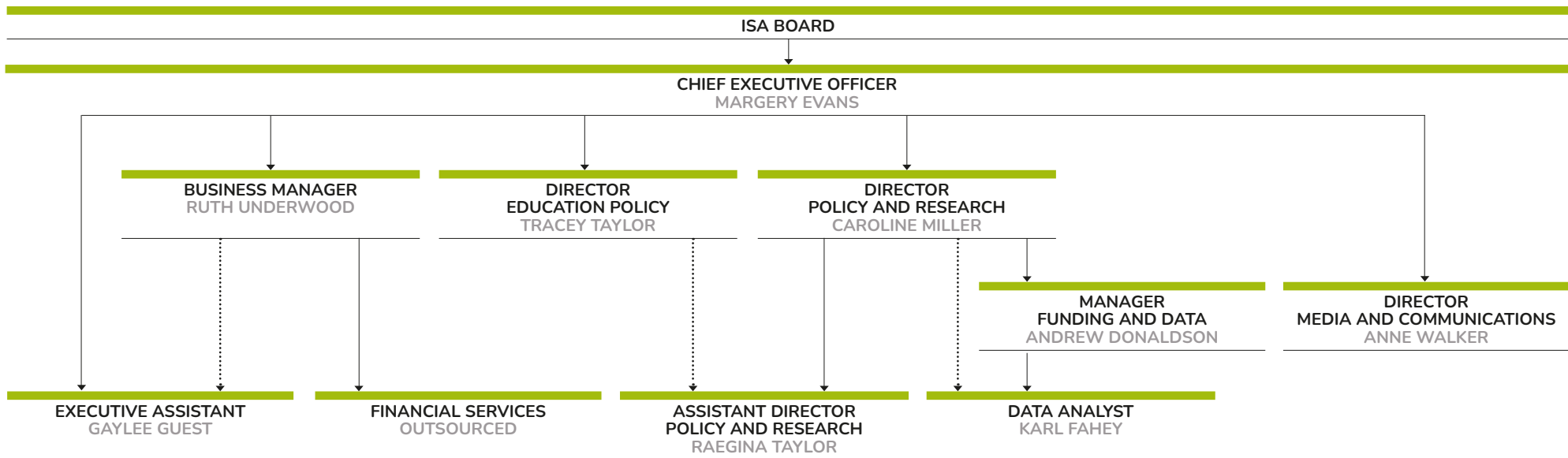
FRAC instigated an internal audit of ISA’s electronic data security with the report showing that ISA’s systems were well configured and supported by a high level of policies and procedures.

ISA SECRETARIAT

ISA is staffed by nine professionals who are specialists in their particular area of work.

In 2022 following the retirement of Jessie Bice, Tracey Taylor joined ISA in the newly-created role of Director, Education Policy. Ms Taylor has an extensive background in the Independent school sector as a teacher, principal, former Chief Executive Officer of Steiner Education Australia and Director of the AISNSW Board.

In July, all staff participated in a staff development/team day which focused on team building by better understanding of each others’ thinking style preferences using the HBDI system (Herrmann Brain Dominance Instrument).



ASSOCIATION OF INDEPENDENT SCHOOLS

ISA MEMBERSHIP COMPRISES THE INDEPENDENT SCHOOL ASSOCIATIONS IN EACH AUSTRALIAN STATE AND TERRITORY.



ACT

ASSOCIATION OF INDEPENDENT SCHOOLS ACT INC (AISACT)

MR ANDREW WRIGLEY
EXECUTIVE DIRECTOR

WWW.AIS.ACT.EDU.AU



NSW

THE ASSOCIATION OF INDEPENDENT SCHOOLS OF NEW SOUTH WALES LTD (AISNSW)

DR GEOFF NEWCOMBE AM
CHIEF EXECUTIVE

WWW.AISNSW.EDU.AU



NT

ASSOCIATION OF INDEPENDENT SCHOOLS OF THE NORTHERN TERRITORY INC (AISNT)

MS CHERYL SLATER
EXECUTIVE DIRECTOR

WWW.AISNT.ASN.AU



QLD

INDEPENDENT SCHOOLS QUEENSLAND (ISQ)

MR CHRISTOPHER MOUNTFORD
CHIEF EXECUTIVE OFFICER

WWW.ISQ.QLD.EDU.AU



SA

ASSOCIATION OF INDEPENDENT SCHOOLS OF SOUTH AUSTRALIA (AISSA)

MS CAROLYN GRANTSKALNS
CHIEF EXECUTIVE

WWW.AIS.SA.EDU.AU



TAS

INDEPENDENT SCHOOLS TASMANIA (IST)

MR TONY CREHAN
EXECUTIVE DIRECTOR

WWW.INDEPENDENTSCHOOLS.TAS.EDU.AU



VIC

INDEPENDENT SCHOOLS VICTORIA (ISV)

MS MICHELLE GREEN
CHIEF EXECUTIVE

WWW.IS.VIC.EDU.AU



WA

ASSOCIATION OF INDEPENDENT SCHOOLS OF WESTERN AUSTRALIA INC (AISWA)

MS VALERIE GOULD, RETIRED SEPTEMBER
MS CHRIS MASSEY GOULD, COMMENCED
SEPTEMBER
EXECUTIVE DIRECTOR

WWW.AIS.WA.EDU.AU



ISA REPRESENTATION LIST

ISA MEMBERSHIP IS COMPRISED OF THE INDEPENDENT SCHOOL ASSOCIATIONS IN EACH AUSTRALIAN STATE AND TERRITORY.

STUDENT WELFARE AND CHILD SAFETY

COPYRIGHT

ASSESSMENT AND REPORTING

ASSESSMENT AND REPORTING / CURRICULUM

CURRICULUM

DATA

EDUCATION RESEARCH

ICT

INDIGENOUS

INTERNATIONAL EDUCATION

NATIONAL POLICY AND REFORM

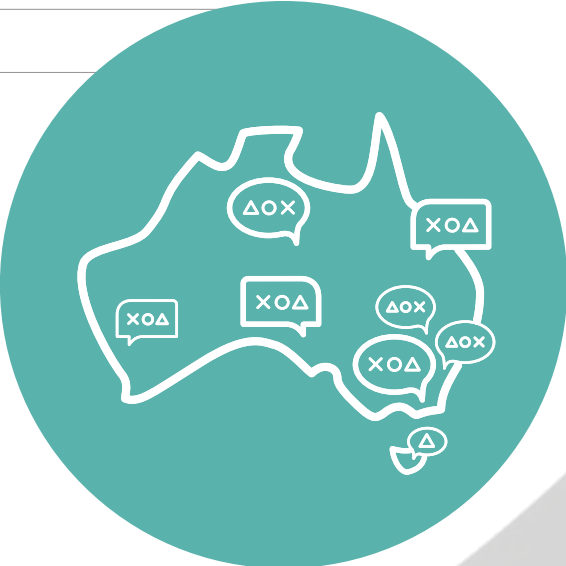
SCHOOL FUNDING

STUDENT WELFARE AND CHILD SAFETY

STUDENTS WITH DISABILITY

TEACHING AND LEARNING

VET IN SCHOOLS AND CAREERS





VISIT
WWW.ISA.EDU.AU

INDEPENDENT SCHOOLS AUSTRALIA —
THE NATIONAL PEAK BODY FOR THE AUSTRALIAN
INDEPENDENT SCHOOL SECTOR

ABN 83 005 118 927
12 THESIGER COURT DEAKIN ACT 2600
PO BOX 324 DEAKIN WEST ACT 2600
T+61 2 6282 3488
