



The Teachers' Guild of New South Wales

Established 1892

Doceo ut discam: I teach, that I may learn

ACN 000 011 138 ABN 35 000 011 138

President: Dr Frederick Osman
PO Box 649 Moorebank NSW 1875
Website: www.teachersguild.nsw.edu.au
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25 November 2020

TEACHERS' GUILD OF NEW SOUTH WALES ANNUAL REPORT, 2020

Dr Frederick Osman

President, The Teachers' Guild of New South Wales

PERSONAL STATEMENT

It is my pleasure to present my report at the 2020 Annual General Meeting as President of the Teachers' Guild of New South Wales. The Year 2020 will be long remembered by us all, in not only dealing with the global pandemic of COVID-19, but the devastation of the bush fires and drought in regional areas, which has been very difficult for everyone.

2020 has been a challenging year and as educators we have had to adapt to the challenge to continue to deliver a program through these interesting times that is engaging for our teaching profession. I would like to thank the continued support from our strong and outstanding Council and Secretariat, as we look forward to emerging from the pandemic stronger and more connected than ever before.

The Teachers' Guild of New South Wales is a professional organization one joins, not for what one can get out of it, but for what one can put into the profession through it. Our Guild is about *Voice*, giving an opportunity for the voice of the profession as a whole to be heard. We are about *Networking*; meetings, conferences, workshops and seminars are primarily ways of engaging in our core business as educators – learning. We learn best from each other. Our third function is *Recognition*. One's involvement in the Teachers' Guild of New South Wales is not to gain recognition, but for the valuable opportunity the structure of the Guild provides for the profession to recognise its stars.

I would like to acknowledge in this report the work of colleagues on the Council who are also friends, and who give much of themselves for no greater reward than their own professional satisfaction. Such has always been the

nature of the Teachers' Guild. With such a fine Council, and with the foundations so well laid for the Guild's renewed involvement in the professional development of all teachers, the future is bright. I take this opportunity to thank each and every member of Council – both those still serving, and those who have recently stepped down – for their loyalty, vision, enthusiasm and hard work.

I wish the new Council every success in its Care of Education.

ANNUAL REPORT

The Teachers' Guild of NSW in 2020 celebrated a long, impressive and honourable history of service, support and training for the vocation of teaching; always maintaining its foundational aim "to promote in all possible ways, the care of education," strengthening collegiality and standing detached from industrial issues.

Constantly changing, constantly adapting and constantly seeking to meet the evolving needs of the teaching profession – the continuing life of the Teachers' Guild of New South Wales bears witness to the vitality of this precious organisation. Today, the Guild continues to promote a long-established theme of deep interest in the professional development and encouragement of colleague educators, providing opportunities for members of the profession to network, refine skills and receive recognition.

THE COUNCIL

The Guild is led by its Council. In 2020, the Council comprised:

- | | | | |
|-----|-----------------------------|-----------------------------------|-----------------------------|
| 1. | Ms April Bryson | Lakes Grammar School | |
| 2. | Mrs Frances Fleeton | Retired | (Past President) |
| 3. | Ms Diane Fournaris | TAFENSW | (Vice-President) |
| 4. | Mr Peter Green | Retired | (Treasurer) |
| 5. | Ms Lauren Knussen | University of Technology Sydney | |
| 6. | Mr Patrick Nam | Loreto Kirribilli | (Vice-President) |
| 7. | Dr Frederick Osman | Boston University | (President) |
| 8. | Miss Mersini Perivolarellis | University of Sydney | (Proceedings Editor) |
| 9. | Ms Sharrda Shah | Transform Education | |
| 10. | Mr Alex Wharton | Carinya Christian School Gunnedah | |



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THE ASSOCIATION SPECIALISTS (TAS) AND VENTURES

On the 1st September 2020, The Teachers' Guild of New South Wales signed a renewal contract with The Association Specialists (TAS) for the provision of Association Management Services and to consolidate their services and administrative processes in one central hub. This has included services in office management and infrastructure; financial services, communication; membership management; marketing; website and publication support and event management.

We look forward in working closely with The Association Specialists (TAS) in helping to raise our professional status and systems, through their professional expertise, to optimise the successful running of administration and secretariat duties. We believe that TAS has demonstrated the ability to deliver an exceptional service and add measurable value to the Guild.

I would like to thank **Francis Child**, Managing Director from The Association Specialists (TAS) for this service. I also would like to particularly thank **Annie Coulter**, Team Manager and **Megan Ogier**, Director of Member Services for all their help with the smooth transition of the onboarding and outstanding administrative processes for The Teachers' Guild of New South Wales.

In 2021, The Association Specialists Pty Ltd (TAS) will continue to undertake the Secretariat for the Teachers' Guild of New South Wales Council for the duration of the Agreement period as outlined in *Schedule B* services provided in the Constitution.

In 2020, The Teachers' Guild of New South Wales was delighted to partner with a number of Sponsors in supporting our Awards and Events. I would like to thank the *Teachers Mutual Bank – We put you first* and would particularly thank **Conor Kiernan**, **Shauna Lindsey** and **Naomi Crane** in partnering with the Guild Research Award.

I would like to thank **Mr Simon Withers** from *anzuk.education* in continuing their sponsorships of the Awards for Teachers in their Early Years of Teaching.

I would like to thank CEO **Dr David Williams** from *MWLP Linking Youth* in supporting the Teachers' Guild of New South Wales Virtual Annual Dinner and Presentation of Awards for 2020.

To enable printing and mail out costs to be budgeted and to guarantee good quality publications, the Guild has engaged the services of *SNAP Printing* at Burwood. This has enabled our printing and mail out of various materials to have a professional look at a reasonable cost.

The Council will continue to endorse an exciting prospectus opportunity for sponsors to play a pivotal role to support the Guild's endeavours in 2021. This will be an important strategic direction to enhance the Teachers' Guild of New South Wales income generation, reputation and image, within the education and business community by developing and implementing strategies to build on existing relationships, and develop new relationships, with corporate contacts for the Guild brand.

The Guild appreciates the support of our sponsors for our awards in ensuring their brand is recognised and valued with our events in terms of service and delivery.

The 2021 events calendar will include several new accredited courses which have been approved on the Guild's NESAs endorsement scope. The professional learning courses in 2021 will be delivered and offered twice in the Calendar year so it can provide members of the profession a greater flexibility to attend the events during the year. All course dates and award opportunities will be open on the Guild's website at the beginning of 2021 to showcase the Guild's offerings and benefits.

The Guild in 2021 has planned three additional accredited conferences to include the Gifted Awareness Forum for Educators (GAFFE); VET in Schools Forum and the new STEM Education and Industry Forum. The organizing committees for these conferences have been carefully selected and invited as working party members for the Guild.



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2021 Gifted Awareness Forum for Educators (GAFE)

This event will be proudly supported by Teachers' Guild of New South Wales and Gifted NSW and will be led by the following organising committee.

- Melinda Gindy: President of Australian Association for Educators of Gifted and Talented
- Dr Frederick Osman: President, Teachers' Guild of New South Wales
- Patrick Nam: Vice President, Teachers' Guild of New South Wales and Music Teacher, Loreto Kirribilli
- Katrina Calverley: EAL/D Co-ordinator / High Potential and Gifted Education Specialist Teacher, Anzac Park Public School
- Kathryn Fraser: Head of Academic Enrichment and Extension, The Kings' School
- Peta Jauncey: Junior School Gifted and Talented Teacher, Loreto Kirribilli
- Dr Anne-Marie Singh: High Potential Coordinator, Newington College
- Kaitlin Ringwood: Master Teacher, Education and Research Directorate, Sydney Catholic Schools

The Teachers' Guild of New South Wales supports families and educators of gifted children and has engaged to work closely with Gifted NSW Incorporated in raising awareness, support and professional learning needs of teachers of gifted children within our state community. We look forward to a future of continued collaboration through our Memorandum of Understanding between the The Teachers' Guild of New South Wales / Gifted NSW Incorporated.

2021 VET in Schools Forum

This event will be proudly supported by the Australian College of Educators, The Teachers' Guild of New South Wales and MWLP and will be led by the following organising committee.

- Russell Bailey: President, Hills Parramatta Region, Australian College of Educators.

- Dr Frederick Osman: President, Teachers' Guild of New South Wales
- Diane Fournaris: Vice President, Teachers' Guild of New South Wales
- Dr David Williams AM: Chief Executive Officer, MWLP
- Chris Jones: Centre Director, The Hills Regional Skills Centre
- Nicole Massara: GM, Southern Cross Vocational Enterprises (SCVE)

2021 STEM Education and Industry Forum

This new excellence in STEM learning forum will be cross-sectoral, including School Leaders, Primary and Secondary Teachers, Teachers of Science, Mathematics, Engineering, Technology, Careers advisors, Pre-service teachers and Vocational Education teachers from both government and non-government schools, including STEM industry groups. The forum will give teachers and school leaders an interdisciplinary approach to learning ideas that will help them implement their own school's STEM initiatives and stimulate thinking and discussions about STEM education learning and real-world applications. The forum will be led by the following organising committee:

- Dr Ken Silburn: President LAZSTA (Met South West Science Teachers Association) iSTEM Coordinator, Climate Change Presenter
- Dr Jane Hunter: Senior Lecturer focused on research, engagement and innovation, FASS: STEM Education Futures Research Centre, University of Technology Sydney
- Lauren Knussen: Councillor, Teachers' Guild of New South Wales, Senior Research Associate and PhD Candidate at University of Technology, Sydney
- Annie Martin: Presbyterian Ladies College, Junior School Science Coordinator
- Zeina Chalich: Leader Learning Technologies and Innovation, Santa Sabina College
- Dr Christine Mae: Education Officer: Mathematics and Numeracy K-12 at Sydney Catholic Schools
- Dr Frederick Osman: President, Teachers' Guild of New South Wales, Associate Director (Academic), Boston University

The Guild on the Road events in 2021 will be carefully planned with Principals in the New England / Hunter / Southern Highland regions to offer (online)



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professional development courses for teachers in providing further opportunities for the Guild in NSW regional areas.

In 2021, the Guild Honorary Fellows and Life Members dinner will be held in July at the Concord Golf Club and will provide an opportunity to bring together our accomplished leaders within our profession for a dinner presentation by a distinguished speaker and also to honour new Fellowships of the Guild to some very worthy colleagues.

The evening will also present the winners of the new Regional / Remote Teaching and Learning Excellence award. This award has been created to acknowledge the excellent work that educators do in developing online resource materials for students in Regional / Remote learning environments. Applications for this new exciting award are now open and all details can be found on the Guild website.

The Guild is very excited about these ventures and forward planning of its events and program for 2021.

FINANCIAL ACCOUNTS

Our Treasurer, **Mr Peter Green**, has undertaken the management of the Guild's accounts in 2020. The accounts have continued to show assets that we can draw upon to enable the Guild to deliver our various programs. This year, the Guild explored financial opportunities with The Association Specialists (TAS) to help with our online membership renewals and other payment services for the Teachers' Guild of New South Wales. Our Treasurer has managed the accounts well this year. The Guild appreciates all the work that **Mr Green** has displayed in organising the accounts and liaising with the The Association Specialists (TAS) to ensure our accounts are available for the Annual General Meeting.

The Council would like to thank **Mr Peter Green** for his outstanding work with the Treasury role for the Guild.

MEMBERSHIP

Following on from previous years, I invited **April Bryson** and **Mersini Perivolarellis** to join the council in 2020. We value the continued support of our members and their ability to inform others about the Guild's offerings each year and as a result this has seen a steady increase in our membership during the pandemic.

I would like to thank the Council for its continued success in resolving to explore ways to expand our membership base with Honorary Fellowships and Corporate and Student membership levels, in addition to regular membership. It would appear that these changes have had an impact on the overall membership numbers. There is no doubt that the Guild is currently "on a roll". Membership is steadily growing; our work with teachers is developing a positive reputation and earning respect; our Council is strong. It gives me immense pleasure to report this to our members; and more so to report that Council has already taken the next step to expand our NESAs professional learning activities to a wider range of members.

PROGRAM FOR THE YEAR

In 2020, the Guild proudly celebrated its 128th year with an exciting start of the year by hosting the AGM and Members Network evening in February; The Philosophy of Science three part series workshop for students and teachers, and the Frontiers for Science forum in February and the STEAM workshop in early March. These events were highly successful with many teachers and students attending the various programs provided by the Guild.

Unfortunately, on March, 19, the Teachers' Guild of New South Wales face-to-face meetings and events were suspended due to COVID-19. Our greatest priority at that time was the health and safety of our membership and wider community during this global pandemic.

The Teachers' Guild of New South Wales adapted quickly to diversify its program with an online format to ensure our members of the profession had an opportunity to continue in providing online professional learning during the pandemic. *A quote from the late neoliberal economist Milton Friedman once said: "Only a crisis – actual or perceived – produces real change. When that crisis occurs, the actions that are taken depend on the ideas that are lying around."*

With the easing of NSW restrictions in September, the Guild managed to successfully conduct the return of its face-to-face event on *Friday September 25,*



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by hosting its Guild Research Awards Presentation at the Concord Golf Club. These awards celebrate the work being undertaken by amazing graduate research students and teachers in NSW to advance current knowledge in the education field. The Guild was extremely grateful for our judging panel on their attendance and professional contribution at the event.

Professor Andrew Martin (Chair)	University of New South Wales
Ms Sharrda Shah	Transform Education, Founder and CEO
Mrs Lauren Knussen	University of Technology Sydney

With the restrictions of large gatherings caused by the COVID pandemic, 2020 presented a multitude of pressing challenges and our awards presentation ceremony on *Friday October 23*, was different to any other year. A virtual awards event meant that we continued to celebrate and acknowledge the achievements of our teachers on World Teachers Day.

The evening celebrated the amazing, talented, innovative, progressive and essential work that educators do on a daily basis to ensure Australians have access to and receive the best possible education available.

The Awards event honored **63 worthy recipients** across the different sectors and stages of education. The awards highlight the achievements and diversity of the education profession across our State. This important occasion allowed us to celebrate and acknowledge the achievements of all our teachers in an increasingly complex, multicultural and technological society.

This year we were delighted to Honour in person, **Dr Phil Lambert PSM, National President, Australian College of Educators** with the **Phyllis Evans Medal for 2020** and to acknowledge the Award Certificates in his honour.

I would like to particularly thank The Honourable **Sarah Mitchell** MLC NSW Minister for Education and **Prue Car** Member for Londonderry, Shadow Minister for Education, for joining our Virtual 2020 World Teachers' Awards Ceremony. The Teachers' Guild of NSW thanks the NSW Government on its

support and outstanding commitments to ensure our education communities across New South Wales get the representation, recognition, infrastructure and services that they deserve. The Guild thanks Minister Mitchell and Minister Car in providing inspiring words of congratulatory for our awardees on their incredible achievements.

The Honorary Fellowship (HFTGN) awards continue to increase the Guild's Membership profile in acknowledging outstanding educators who have made major contributions both within their mainstream sphere of work and more broadly, across the profession. Our distinguished new fellows join a group of very accomplished leaders, who will provide significant value to our profession and be entitled to use the prestigious post-nominals HFTGN (Honorary Fellow of the Teachers' Guild NSW).

The Teachers' Guild of NSW congratulates our Honorary Fellows for 2020.

- Mr Russell Bailey *HFTGN*
- Mr Keith Dalleywater *HFTGN*
- Dr Andrew Eaton *HFTGN*
- Mr Anthony Nolan OAM *HFTGN*
- Ms Deborah de Ridder *HFTGN*

Our Awards for teachers in their early years of teaching in 2020 have been very popular and we thank the generous sponsorship by *anzuk - providing quality educators since 2004; every way, every day, always* in supporting this Award category.

In the Primary School Division, there were four outstanding finalists shortlisted:

- Emma Cullen, St Paul's Grammar School
- Charlotte Paterson, Georges River Grammar
- Eleanor Reid, Pacific Hills Christian School
- Georgia Scott, Abbotsleigh

The **2020 Primary School Division winner** was **Charlotte Paterson** from Georges River Grammar. The Guild congratulates Charlotte on winning the early career award category for the 2020 Primary School Division.

In the Secondary School Division, there were five outstanding finalists shortlisted:

- Ashley Hanning, Clancy Catholic College



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- Rachael Keith, St Gregory's College Campbelltown
- Holly Millican, South Grafton High School
- Paolo Torresan, Holy Spirit Catholic College Lakemba
- Taylor Zahra, St Andrews College Marayong

The **2020 Secondary School Division winner** was **Holly Millican** from South Grafton High School. The Guild congratulates Holly on winning the early career award category for the 2020 Secondary School Division.

The Teachers' Guild of NSW congratulates all our outstanding early career award recipients and we wish them well in their teaching careers.

The Guild Scholarship Prize is donated by the Teachers' Guild of New South Wales for an outstanding student in the second year of the MTeach program at the University of Sydney.

The **2020 Guild Scholarship winner** was **Clare Wade** from the University of Sydney. The Teachers' Guild of NSW congratulates Clare Wade as an outstanding student teacher and wish her well in the profession.

The Guild Research Award and Teachers Mutual Bank Award were offered to an educator who is currently completing, or has completed, outstanding research of direct benefit to classroom teaching. These awards have also been very popular and the Guild was delighted with the quality of the applications that were presented for consideration.

We thank the generous sponsorship from Teachers Mutual Bank – We put you first, in supporting this Award category.

In 2020, there were ten outstanding finalists shortlisted:

- Christopher Allum, University of New South Wales
- Teneille Biasetto, University of Sydney
- Melissa Carson, Champagnat Catholic College Pagewood
- Matthew Driscoll, Trinity Grammar School

- Dragana Gnjatovic, University of Sydney
- Justin Brayley and Amy Kirk, Newington College
- Helen Kardiasmenos, PLC Sydney
- Eleina Littlejohns, Charles Sturt University
- Jodie Torrington, Macquarie University
- Minami Uchida, Macquarie University

The judges rated the presenters as the best to date, in terms of quality of the presentations made by these amazing educators. Congratulations to all our finalists with their outstanding research towards classroom teaching.

The **2020 Teachers Mutual Bank Award winner** this year was shared by **Teneille Biassetto** from the University of Sydney and **Minami Uchida** from Macquarie University.

We congratulate both Teneille and Minami on being awarded as joint 2020 Teachers Mutual Bank Award Prize winners.

The **Teachers' Guild of NSW Research Award winner** for 2020 was **Jodie Torrington** from Macquarie University

We congratulate Jodie on receiving the First Prize of The Teachers' Guild of NSW Research Award for 2020. We wish all our researchers the very best for the future.

The World Teachers' Recognition Awards citations were presented to outstanding teachers who have made a wonderful contribution to their school in advancing the education profession.

Charlotte Allen	Sacred Heart Catholic Primary School Mosman
Theresa Ardler	Trinity Grammar School
Aaron Batterham	St Philip's Christian College Waratah
Scott Bell	Blue Mountains Grammar
Alison Bones	Wentworth Falls Public School
Sherryl Bremner	Brigidine College, St Ives
Brodie Cashmere	St Philip's Christian College
Wendy Croger	Wollondilly Anglican College
Nathan Dumbleton	Barker College
Danie Evans	Blue Mountains Grammar
Peter Evans	Wentworth Falls Public School



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Kerry-Anne Faria	Blakehurst High School
Sue Farroukh	Marist Sisters Woolwich
Matt Fletcher	Shore
Carey Furze	FamilyBookform
Ehab Gerges	James Cook Technology High School
Sabrina Jammal	Holy Family Primary School
Kevin Kennedy	St John Bosco College
Alexandra Krause	St Philip's Christian College
Carolyn Lain	PLC Sydney
Ashley Lucas	Trinity Grammar School
Bahia Malas	Blakehurst High School
Elaine Manners	Blue Mountains Grammar
Rebekah Margach	St Philip's Christian College
Belinda Nichols	St Philip's Christian College
John Palmer	Shore
Karen Perrett	St John Bosco College
Amanda Pfeffer	Shore
Jillian Pisano	St Christopher's Catholic Primary School, Holsworthy
Priscilla Price	Blue Mountains Grammar
Mark Pullen	Penrith Anglican College
Aya Reynolds	Regents Park Christian School
Narelle Valentine	Georges River Grammar
Chloe Vardy	Brigidine College, St Ives
Melinda Wagner	St John Bosco College
Richard Warren	Regents Park Christian School
Darren Zammit	Wentworth Falls Public School

The Guild wishes everyone who works in schools, early childhood and other education settings a very Happy World Teachers' Day. The recording of the 2020 Virtual Awards presentation has been included in the following link to re-watch, share and celebrate the incredible achievements of our 2020 award recipients <https://www.teachersguild.nsw.edu.au/virtual-annual-awards-2020>

Prior to the Awards evening, a record number of applications for each of the awards presented had been thoroughly screened and interviews had been undertaken to determine the awardees. I wish to express my sincere thanks on behalf of the Teachers' Guild to all the people who generously gave of their time to ensure these processes were undertaken. Thanks to the members of the Awards Committee who offered to chair the two panels – **April Bryson** (Primary) and **Patrick Nam** (Secondary). The Guild also thanks **Dr Helen Hughes, Rick Stevens** and **Frances Fleeton** (Chair of Awards Committee) who assisted on panels and by interviewing the candidates.

The 2020 Awards have been benefited from the generous sponsorship and the Teachers' Guild of NSW would like to thank our Sponsors in supporting the event:

- anzuk - providing quality educators since 2004; every way, every day.
- Teachers Mutual Bank – We put you first.
- MWLP Linking Youth and
- Snap Printing Burwood

We finished the year on Tuesday, 17th November by hosting a joint event with Wellbeing Australia on a very relevant topic “How has COVID-19 Changed Learning?”

Our panel discussed the challenges, along with the improvements to education, created throughout 2020 and reflected on what has changed, what must yet change, and what the future may look like for schools due to this pandemic. The panel shared their “silver linings” of learning through the pandemic and considered how 2021 could look in their schools. The event was open to educational executives and educators at all levels. Some of the themes of focus that were discussed at the event included:

- Challenges overcome
- Strategic whole school agility
- Staff development and mentoring
- Learning practice, technology and pivoting
- Community and parent engagement

There was great engagement by our panellists on the following questions that were raised and discussed:



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- What was your school's greatest area of challenge?
- What surprised you throughout the initial transition period when we faced the greatest change and uncertainty?
- What aspects of teaching practice do you think have improved through this period?
- How engaged have your students been? Most and least?
- When in lockdown, how did you adjust your leadership?
- Do you feel you have altered your attainment of your school strategy throughout this period?
- What has been the best and worst of technology for you?
- How were you able to focus on wellbeing in your school?
- How has your educational approach improved and what will you see to carry forward from your "new" initiatives?
- Have you noticed any patterns around student results and changes you implemented?
- What about parent engagement?
- What are the "new norms" in education as a result of this period?

The Guild would like to thank our expert panel which included **Darren Cox (Principal) and Margaret Pond (Head of Junior School) from St Phillip's Christian College, Cessnock; Mark Long (Principal) and Doris Lee (Deputy Principal) from Penrith Selective High School; Natalie Devenish (Assistant Principal) and Belinda Vandergert (Leader of Pedagogy) from St Mary's Cathedral College and Kathryn Taylor and Jacqui Van de Velde, Directors, Wellbeing Australia.**

Teachers make a lasting impact in the lives of the students and the evening provided a wonderfully engaging discussion to remind us all on how lucky we are to be in a fulfilling profession of responsibility in leading, preparing students and communities for the next generation.

In 2021, the Teachers' Guild of New South Wales is delighted to continue to host our events at the Concord Golf Club. The Clubhouse and gardens provides an intimate and picturesque setting for our functions with the highest

quality food and immaculate club facilities. The Teachers' Guild of New South Wales would like to thank the Concord Golf Club Board of Directors and **Marilena Herranz** - Functions and Events Manager for their support in hosting the Guild.

The Guild remains an important influence, embracing the new, while retaining the core values on which it was founded, and emboldens members to always uphold and advocate the motto *Doceo Ut Discam – I Teach That I May Learn*. That is our charter and what we endeavour to deliver to our membership.

Yours sincerely,



Dr Frederick Osman FTGN FACE FRSN FAIP JP
President

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