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QASEL Newsletter Edition 20, 2021

President's Update

Leading

We advocate for equity and influence for positive change.

2021 – What a year!

2021 has been an extraordinary year for the Queensland Association of Special Education Leaders. Despite a range of challenges, we have had a lot to celebrate as an organisation.

Some of our highlights include:

- Doubling our membership in a single calendar year.
- Developing our four-year strategic plan.
- Publishing six position papers in addition to formal responses to ACARA (Australian Curriculum) and the DESE (Initial Teacher Education Paper).
- Establishing two new sub committees (ECDP and DP Special).
- Endorsing our new constitution.
- Delivering the biggest and most successful QASELcon to date.
- Hosting our first regional professional development events.
- Holding the inaugural QASELcon Townsville in November.
- Establishing the Roselynn Anderson Memorial Endowment Fund.
- Reviewing and providing feedback on almost 50 different policies, procedures and key documents.
- Presenting a Friend of QASEL award to Deb Dunstone.
- Recognising two new life members, Andrew Thompson and Tracey Chappell.
- Publishing 20 newsletters throughout the year to keep members well informed.



A big thanks to the QASEL executive and management team and our regional councillors for making all of this happen. We look forward to continuing to build on these successes in 2022.

We wish all our members, friends and stakeholders the very best over the Christmas and New Year period and look forward to connecting with you all again in the new year.



Merry Christmas & Happy New Year

to all QASEL members, stakeholders and friends.
Be safe and well throughout the holiday season and we
look forward to working with you all again in 2022!



Thank You Trish – and Best Wishes

I'd like to personally thank and send the best wishes of all QASEL members to Trish Thiedeman. Trish is a QASEL Life Member, former secretary and all round QASEL stalwart. While on leave this year, Trish has helped establish the QASEL life members hall of fame, developed our draft roles and responsibilities document and is my regular newsletter chief editor (couldn't do it without you Trish!) Last week Trish made her retirement official (she looks pretty happy to be signing the paperwork). Thanks for your help this year Trish in all that you've done, but particularly helping me get out a fortnightly newsletter. All the best for the exciting times ahead (but not too exciting, I'll still need you to edit the newsletter 😊).

Disability Action Week

Disability Action Week is an annual event that acknowledges the important contribution people with disability make in our state. This year disability action week is being held from 5 – 12 December.

A diverse workforce that includes people with disability means employers have a greater range of employee skills and talent to meet business needs. Disability Action Week 2021's theme, *Workforce diversity—open up to opportunity*, highlights the possibilities available to employers willing to embrace opportunities for employing people with disability by taking advantage of the support available.

More than one million [Australians with disability](#) are working in paid employment, making up just 10 per cent of the national workforce. Over 200,000 [working-age people with disability](#) intend to work or are actively looking for work. This means that with a little planning and support, employers can access a wealth of talent and skills that a diverse workforce can bring.

To find out more click on the link below.

Disability Action Week



COVID-19 Update

Recently members would have received communications from the Director-General confirming that the Premier has announced a new Health Directive for workers in high-risk settings including schools. This direction ([Vaccination requirements for workers in high risk settings](#)) has been issued by the Chief Health Officer (CHO) and includes all employees in state and private schools, early childhood settings, prisons, youth detention facilities and airports. From 23 January 2022, mandatory COVID-19 vaccinations will be required for all people delivering a service at a school or an early childhood education and care setting.

You should have also received your first communication from the Department of Education (DoE) regarding your vaccination status. It is vital you complete the survey and advise of your vaccination status as soon as possible. Note that the survey is sent from a different email than usual communications – noreply.vstatus@notifications.qed.qld.gov.au. (Make sure you check your junk and clutter boxes). For most employees your survey will be sent to the same email address your payslip goes to – so it could be your work or private email.

Throughout the pandemic, QASEL has worked closely with the department to share information with members and pass on member feedback. As key stakeholders, we will continue to work through the implications of this Health Directive, passing on all feedback from members and sharing updates as they become available. I'd also encourage all members to stay up to date by regularly checking:

- the [Queensland Government COVID-19 website](#)
- the COVID-19 pages on [our Departmental website](#) and [OnePortal](#)
- the [Queensland Health website](#) (scroll down and expand the Education tab)
- regular email communications from the Director-General

The latest Frequently Asked Questions (FAQs) have been developed in response to recent enquiries. These FAQs are updated regularly, so please continue to check the [department's website](#).

Disability Royal Commission Report on Public Hearing 7

The Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability has released their report following Public Hearing 7, which looked at the barriers young people with disability face in accessing safe, quality and inclusive education in mainstream schools. The focus of the evidence at Public Hearing 7 was the government school systems in New South Wales and Queensland.

[Public Hearing 7 Report](#)

The report suggests negative attitudes towards people with disability across Australian school systems continue and are all too common. It also says that educators do not always understand disability or know how to support students with disability.

The Royal Commission intends to hold further public hearings to examine the experiences of students with disability, including a hearing on special/segregated education in 2022. In addition to public hearings, the Royal Commission is progressing its work on education through research and analysis including analysis of data on the education of people with disability, and consultation with people with disability and key stakeholders in the education sector.

Members will be aware that QASEL made a formal submission to the Disability Royal Commission in 2019. In the new year the executive and management team, along with our regional councillors, will discuss a further updated submission. In the meantime, I remind all members that anyone can make a submission to the Royal Commission. I encourage you all as experienced professionals working in the field to consider making your own submission, as well as supporting your P&Cs and School Councils to also make submissions. Having your say is important.

[Make a Submission](#)

Linking

We collaborate with purpose and support each other's wellbeing.

Service Award – Wendy Burton

At our recent end of year function, I was pleased to announce that Wendy Burton has been awarded a QASEL Service award. Unfortunately, Wendy was not able to be with us on the evening, so my thanks to Tracy Cronin (incoming QASEL Vice-president) who crashed the Heatley State School Christmas party to present Wendy with the award.

Wendy has been an active, long term QASEL member over an extended period of time, including serving as a regional councillor. She is a frequent contributor to the review of Department policies and procedures.

As a leader, Wendy is truly leading the way in inclusive practices. Under her leadership, Heatley State School has developed a highly successful model of inclusive education that ensures every student is succeeding. Wendy's nomination is made truly special by the fact that she was nominated by previous president, Roselynn Anderson.



School Visits

My thanks to members and school leaders who have hosted recent visits. It was great to visit Sally at Bremer State High School and Robyn at Forest Lake State High School with Assistant Director-General, Disability and Inclusion, Dion Coghlan. This presented a great opportunity to look at inclusive practices in both schools, as well as discussing infrastructure that promotes inclusion, and the current review into the allocation of resources for students with disability.

Wonderful this week also to visit my old neighbourhood and connect with Bron and Aaron at Woody Point and Redcliffe Special Schools again. As always, the strength of their partnership continues to impress.

I look forward to kicking off the new year with a visit to members in Mount Isa.

HOSES subcommittee

Thanks to Karen Collishaw, QASEL Vice-president HOSES, for convening our first HOSES subcommittee meeting last week. It was a terrific opportunity for us to connect online with HOSES across the state and a wonderful chance to share thoughts and challenges. The group have committed to two actions going forward.

- Developing a QASEL position brief on HOSES roles and responsibilities (Leading)
- Creating a regular online forum for HOSES to connect (Linking)

If you're a HOSES we'd love to have you involved. The group intends to meet online again early next year. Please email Karen if you'd like to get join the conversation - kcoll15@eq.edu.au

Learning

We learn together to build our individual and collective capability.

ECDP Subcommittee

Shout out to the QASEL EDCP subcommittee who continue to advance their work in a number of areas including:

- continued discussions with Vicky Booth (Director of the Autism Hub and Reading Centre) around the development of the best practice guidelines for ECDPs
- commencing the planning for an ECDP conference in 2022 – watch this space for more info
- publishing the first state-wide ECDP newsletter (see link below) to share some great practice and key messages. Many thanks to Jennifer Hamilton for agreeing to share the lovely work happening at Cairns ECDP. If you would like

to share some great news/ practice about your ECDP, please contact the team. They would love to hear from you!

ECDP Newsletter

Roselynn Anderson Memorial Fund

Support our Special Education students and the legacy of Roselynn Anderson through the *Roselynn Anderson Memorial Endowment Fund*

As members are aware earlier this term we announced the establishment of the Roselynn Anderson Memorial Fund following the tragic loss of our dear friend and previous president. Established with the University of Southern Queensland (USQ), this perpetual fund will provide financial support to students studying special education.

The **Roselynn Anderson Memorial Endowment Fund** was recently created out of the generosity of QASEL and funds the **Roselynn Anderson Memorial Prize in Special Education**. The endowment currently supports final year students studying a Bachelor of Education in Primary specialising in Special Education at the University of Southern Queensland, and embodies the ethos of teaching, which is to create better and sustained opportunities in education.



\$500 is awarded to an Education student specialising in Special Education to assist them with essential study materials and costs associated with teaching practical placements. We are excited to be awarding the first recipient of Roselynn's fund before the end of 2021.

By supporting the Roselynn Anderson Memorial Endowment Fund you are ensuring Roselynn's legacy to improve opportunities in Special Education continues.

Help us reach our goal...

The Roselynn Anderson Memorial Endowment Fund is currently at around \$25,000 and, at the moment, the University of Southern Queensland is matching all donations made to endowment funds at a rate of **\$2 for every \$1 donated** up to a \$10 million threshold.

This matching is designed to create real and long-lasting impact! We have an opportunity to boost Roselynn's fund to a healthy capital in order to safeguard its relevance to students well into the future.

This means if we received an additional \$8,334 total of donations towards Roselynn's fund, the University would match these 2:1 (contributing \$16,668) adding a total of \$25,000. This, on top of the current endowment's balance, would mean \$50,000 total!

With a projected 2-3% return on endowment funds, a goal of \$50,000 would mean we could conservatively increase the annual Prize to \$1,000. Future giving to the fund could also mean increasing the value or distributing multiple awards from Roselynn's fund.

How to Donate?

Donations towards the fund can be made via our secure Online Payment Gateway [here](#) by selecting 'Prizes' then in the 'Donate To' section, selecting the 'Roselynn Anderson Fund'.

Alternatively, there are many other options available such as direct deposit, over the phone, via mail or in-person. A full list of options is available on the University's website [here](#). Donations to the University of Southern Queensland are tax deductible. However, we always ask that you please seek independent tax advice.

Contact USQ Giving

For more information about the Roselynn Anderson Memorial Fund or giving at USQ, please contact:

Phone: +61 7 3470 4427

Email: giving@usq.edu.au

Thank you for helping Roselynn to continue to make a difference.

Sponsors and Business Partners

QASEL wishes to thank and acknowledge our Gold Business Partner:



QASEL wishes to thank and acknowledge our Silver Business Partner:



QASELcon22

Date Claimer: 16 – 18 June 2022

On the back of the tremendous success of QASELcon21, the conference planning committee are hard at work to make sure QASELcon22 is even bigger and better. Watch this space for more information coming soon.

President's Diary

If you have any thoughts or feedback on any recent or upcoming events in the President's Diary, please don't hesitate to send me an email. Your feedback is always welcome.

Meetings and events in recent weeks:

- Road Trip - Darling Downs and South West Region
- Safety Framework Review Project - Risk and Governance Working Groups
- DoE Integrity Review meeting with Associations
- Students with Disability Resource Allocation Review Stakeholder Reference Group
- QASEL meeting & Jigsaw visit with DDG State Schools, Peter Kelly
- School visits with ADG D&I, Dion Coghlan - Bremer State High, Forest Lake State High
- Meeting – Upskilling Program for special education teachers
- Joint QASEL/QTU executive meeting
- 1-1 Meeting with Acting Director-General, Craig Allen
- COVID stakeholder meetings
- School visits to Woody Point and Redcliffe Special Schools
- QCE System Principals' Reference Group
- Respectful Relationships Education Advisory Group meeting
- Association Presidents meeting
- HOSES – Teams meeting
- Principal Health and Wellbeing Implementation Group

Upcoming meetings and events

- COVID stakeholder meetings
- Rural and Remote Stakeholder Reference Group
- Digital Learning Project Board meeting
- Minister's Special Education Infrastructure Reference Group
- Summer vacation!

Other Messages

Disability Action Week – All Abilities Community

[Disability Action Week](#) is held annually and raises awareness of how Queenslanders can play their own role in creating an All Abilities Queensland.

The week acknowledges the important and varied contributions people living with a disability make to our state.

The week also aims to empower people with disability, raise awareness of disability issues, and improve access and inclusion throughout the wider community.

Workplaces are encouraged to support inclusion and diversity during Disability Action Week being celebrated from **5 to 11 December** this year.

This year's theme *Workforce diversity – open up to opportunity* focuses on employment opportunities for people with disability and benefits of an inclusive workforce.

Disability Action Week Workplace Kit

Everyone has a role in creating an inclusive workplace culture. Learn how with the online **We All Belong learning suite**.

weallbelong
embracing workplace inclusion and diversity



A [Disability Action Week Workplace Kit](#) is now available on the Able – All Abilities Online Community. You can access this through the online community under 'Disability Action Week Workplace Kit' on the navigation menu (using Google Chrome or Microsoft Edge).

The information available in the kit includes different ways to:

- Learn about inclusion in the workplace
- Start the conversation about inclusion
- Build your knowledge about disability, and
- Celebrate diversity in your workplace.

Awareness sessions

Join a facilitated [90 minute Able awareness session](#) on Microsoft Teams (Offered 08 December, 11 am).

In this session, we will explore disability or diverse abilities, accessibility in the workplace and potential barriers to inclusion, and also look at departmental data to understand why disability confidence is vital to inclusion in the workplace.

If you prefer a self-paced option, we also offer an online learning module as part of the [We all belong learning suite](#).

Special Education Curriculum Cluster (SECC)

SECC knows how hard it is to make sure that your staff attend relevant professional development which is in line with Central Office and the pedagogical and student needs of your school. SECC endeavours to make sure that what we offer

staff will fulfil some of the professional development and capability needs of your school staff. We try to make sure that what we offer is priced affordably and makes your staff feel like they are an important part of a group of professionals who learn from each other and work collaboratively together. 2022 promises to be a huge year for SECC. Some features include:

- **UDL – 6 month engagement with CAST** (members contribute to the contracted costs)
- **Enabling students with complex communication needs** – full day online event
- Full day face to face workshop “**AAC in the inclusive classroom**”
- Reading and Writing Centre – face to face workshop – **Emergent literacy**
- Half day **Learn to Play** online workshop
- Full day online **QCIA processes** workshop (led by QCAA officers)
- **PATH** training – face to face – Townsville and SEQ
- **Annual conference** - August

In the true spirit of SECC, each of these events will lead the work of the PLCs across the year.

More information and a membership form are available on the links below. All enquires can be directed to secc@goodnaspeccs.eq.edu.au.

[SECC Flyer](#)

[SECC Membership Form](#)



Day 8 — be prepared for 2022

To confirm school staffing allocations, Principals need to submit counts of their effective student enrolments **by 4pm on collection days**. The [key dates](#) for 2022 staffing enrolment collections are:

- Day 8 – Thursday, 3 February
- Day 20 – Monday, 21 February

The effective enrolment cut-off date is **COB Friday, 4 March 2022** which is the last day a student can be absent from school if being counted in the collections with acceptable evidence. Schools can use the [Day 8 Student Absence Form](#) to record details for one absent student or the [Day 8 Student Absence Register](#) to record details for multiple absent students with acceptable evidence.

The [Day 8 Guidelines for Counting Students](#) are reviewed annually to ensure Principals have current information to assist in determining appropriate counts for resourcing purposes. Changes to the process are summarised in the factsheet [2022 Changes to Day 8 Guidelines for Counting Students](#).

For more information visit [Day 8 OnePortal](#) or contact the Day8HelpDesk@qed.qld.gov.au.

[Counting Guideline Changes](#)

[Guidelines for Counting Students](#)

[Principal Memo from DDG](#)

School staffing allocations

The [Staffing allocations for Queensland state schools OnePortal](#) provides information about the department's school resourcing framework, school staffing allocations, and [grants and appropriations](#) provided to schools.

The [Queensland State Schools Staffing Allocation Guidelines](#) provides information outlining the department's policies, practices and methodologies applied when determining the allocation of resources to Queensland state schools.

A range of additional resources and tools are available to assist principals, business managers and school support staff in understanding their school's staffing allocations:

A range of additional resources and tools are available to assist principals, business managers and school support staff in understanding their school's staffing allocations:

- [Direct resourcing to primary and secondary schools snapshot](#)
- [School staffing allocations factsheet](#)
- [Day 8 staffing enrolment collections factsheet](#)
- [Investing for Success \(I4S\)](#)
- [WSS-SLR and students with disability resourcing](#)
- [Students with disability resourcing FAQs](#)
- [Primary and secondary school staffing planner](#)
- [Special school multiyear calculator](#)
- [WatchList - Annual assessment of school based positions](#) (gains and losses)
- [WatchList - Annual assessment of HOSES](#) (gains and losses).

For more information email WorkforceResourcing.HR@qed.qld.gov.au.