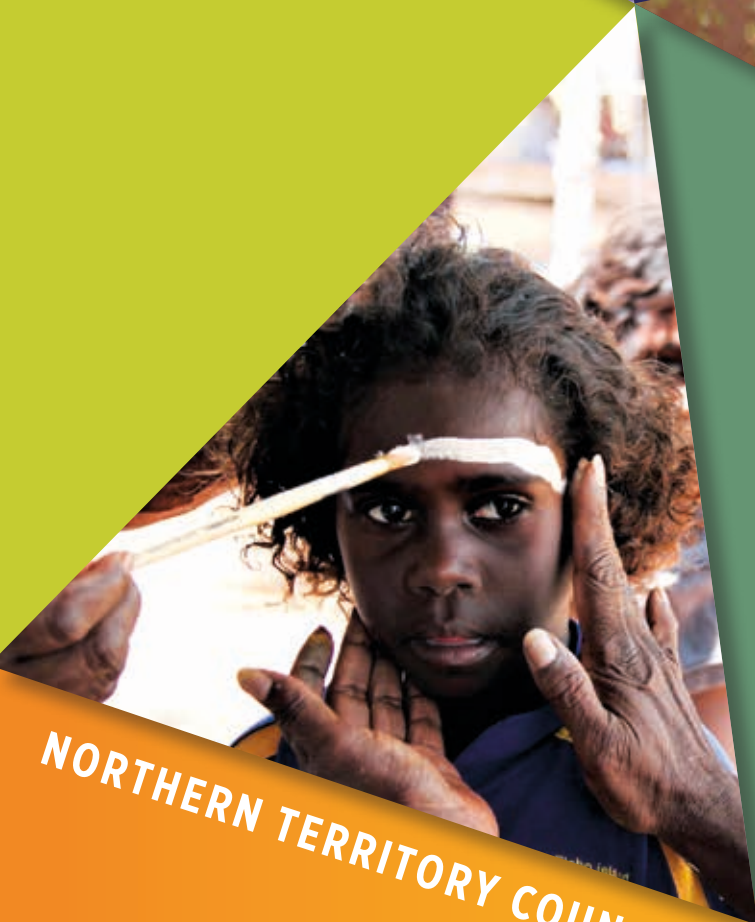




# ANNUAL REPORT



## 2019-20

NORTHERN TERRITORY COUNCIL OF GOVERNMENT SCHOOL ORGANISATIONS



YOUR VOICE FOR NT PUBLIC EDUCATION



## ACKNOWLEDGMENT

NT COGSO is located on Larrakia country.

We acknowledge the Larrakia people as the Traditional Owners of the Darwin region and pay our respects to Larrakia elders past and present.

We also acknowledge the Aboriginal and Torres Strait Islander peoples of the Northern Territory.

NT COGSO is committed to honouring Aboriginal and Torres Strait Islander peoples' unique cultural and spiritual relationships to the land, water and seas, and their rich contribution to society.

We are committed to a positive future for Aboriginal communities.

**“Improving educational outcomes for all young Australians is central to the nation’s social and economic prosperity and will position young people to live fulfilling, productive and responsible lives.”**

**ALICE SPRINGS (MPARNTWE)  
EDUCATION DECLARATION 2019**



NT COGSO wishes to thank families, principals, teachers and staff in public schools across the Territory for their efforts in instilling the value of lifelong learning in our young people.

### **Northern Territory Council of Government School Organisations**

[enquiries@ntcogso.org.au](mailto:enquiries@ntcogso.org.au)

[www.ntcogso.org.au](http://www.ntcogso.org.au)

[www.facebook.com/NTCOGSO](https://www.facebook.com/NTCOGSO)

[www.twitter.com/NTCOGSO](https://www.twitter.com/NTCOGSO)

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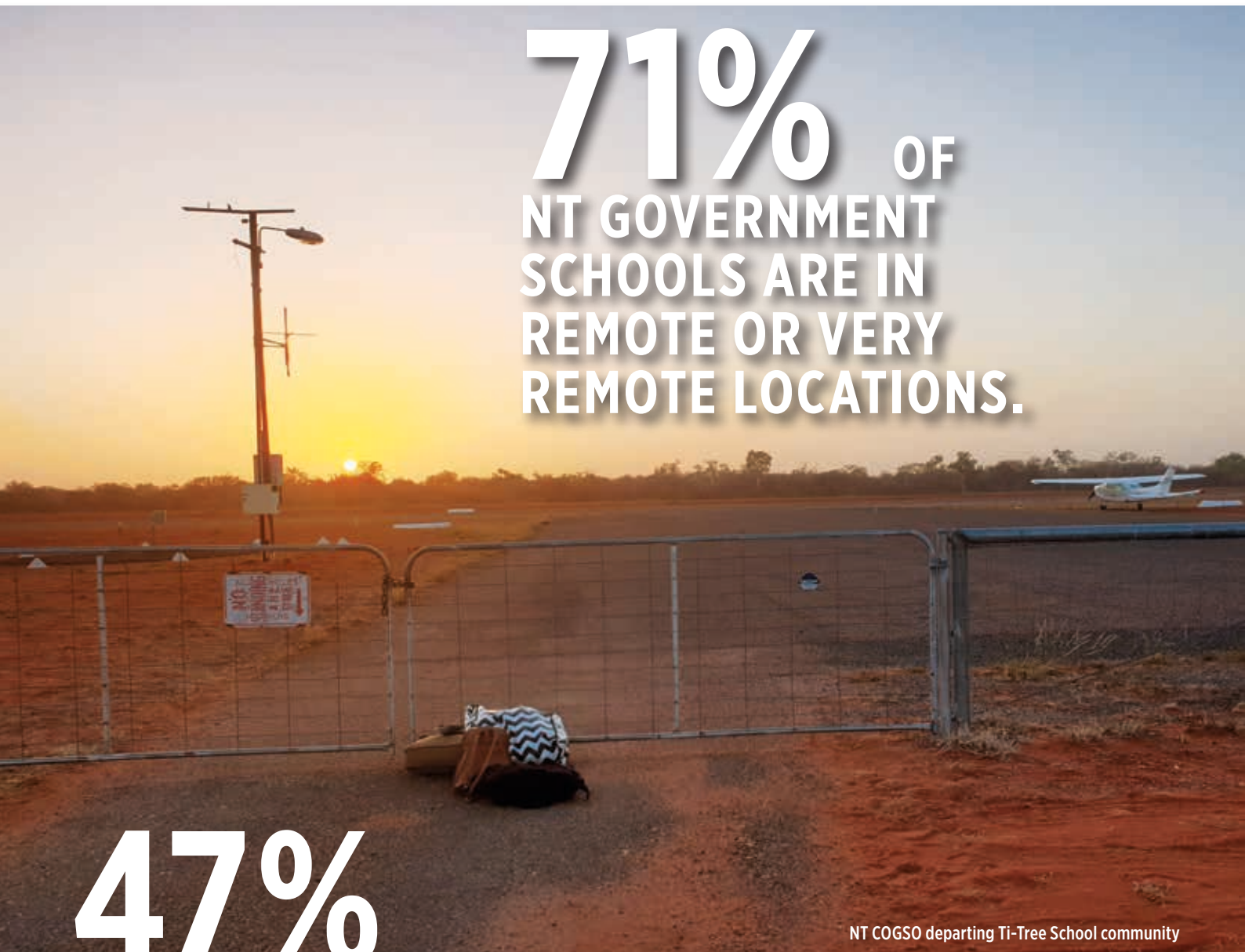
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WARNING: This report may contain images and stories of deceased persons.



WITH ALMOST **34,000 STUDENTS** IN PUBLIC EDUCATION, THE NORTHERN TERRITORY HAS MANY GOVERNMENT SCHOOLS WITH **UNIQUE CHALLENGES...**



**71%** OF NT GOVERNMENT SCHOOLS ARE IN REMOTE OR VERY REMOTE LOCATIONS.

**47%**

OF STUDENTS IN NT GOVERNMENT SCHOOLS ARE INDIGENOUS, COMPARED TO 5.8% NATIONALLY.

NT COGSO departing TI-Tree School community

**43%** OF ALL NT GOVERNMENT STUDENTS ARE IN REMOTE OR VERY REMOTE LOCATIONS, COMPARED TO 2.5% NATIONALLY.

# PRESIDENT REPORT



It is with great pleasure I submit for presentation to the Full Council, the Northern Territory Council of Government School Organisations (NTCOGSO) Annual Report for the year ending June 2020.

This Annual Report provides information on our organisation's achievements and plays an important role

in fulfilling our commitment of accountability to affiliates.

## OUR STRATEGIC DIRECTION

The report refers to our organisation's Strategic Plan 2017-2020 which communicates the important role our Executive plays in advocacy on behalf of Full Council and our employees who provide school representative body members with the knowledge, skills and confidence to participate successfully in school and community partnerships.

Our performance towards meeting our strategic objectives and outcomes for the 2019-20 year are listed in the report. As we look back on our 49th year of public education advocacy in the Northern Territory, our Executive and employees feel a deep sense of pride in our organisation and commitment to delivering quality services. We continue to respond to emerging issues and requests for assistance.

## OUR GOVERNANCE

The Annual Full Council and Annual General Meeting was held at Mercure Darwin Airport Resort Airport in November 2019 with all Executive positions filled and a record twenty-seven motions passed by Council. In addition, a total of 113 amendments to our Constitution were passed to modernise language; reflect employed positions; update processes and; align with the model Constitution under the Associations Act (2003) (NT).

## OUR SERVICES

Since 2012 NTCOGSO has successfully contributed our expertise to train, mentor and support school representative bodies under the NTCOGSO Department of Education 'Funding Agreement for Governance Officers.' In January 2018 our work was brought under the department's 'Community Led Schools & Local Decision Making' Unit through a Services Funding Agreement to continue delivering Governance Training and respond to enquiries associated with governance.

One key element of our success is that we are parents ourselves who have vast experience on school representative bodies in urban, rural and remote schools. This enables us to deliver quality governance information under contextualised best practice models for families, schools and community members.

## OUR COLLABORATION

During this year, our individual and collective resilience was tested as never seen before as the Territory responded to the COVID-19 pandemic. We thank incoming Chief Executive, Karen Weston and the department staff who worked collaboratively with key stakeholders in managing school operations at this challenging time. Special mention to remote principals and educators who went above and beyond, thank you for remaining alongside your school communities.

Thank you to all our schools and their parent communities for supporting each other during this period. A school/family partnership, with parents as co-educators in a child's learning journey, is something that will only enhance the quality of learning for our children.

Our collective work is to build capacity for all families to have the ability to participate in partnering with their school so that all students are supported to reach their full potential.

**Tabby Fudge**  
President

# ABOUT NT COGSO

## WHO WE REPRESENT

The Northern Territory Council of Government School Organisations Inc. (NT COGSO) is the peak parent body in public education throughout the Northern Territory. We represent and provide services to Government Schools and their School Representative Bodies at Territory and Federal level. NT COGSO influences the direction of public education for the benefit of our students.

## MISSION

NT COGSO's mission is to encourage continual improvement in the provision of quality education outcomes for all students in public education. To support this mission, we actively work towards the advancement of public education by encouraging the fullest co-operation and engagement between home and school, education authorities, the Northern Territory government and key stakeholders.

## VISION

NT COGSO's vision is to continuously improve our position as the peak Parent/School Representative Body in the Northern Territory. Our focus is contemporary educational and social issues through the defined strengths of our volunteer membership. We seek to make a significant contribution to the support of young people and their parents by being actively engaged in the public education system.

## BASIS FOR AUTHORITY

The NT Council of Government School Organisations (NT COGSO) is bound by our Constitution in line with the Northern Territory Associations Act. NT COGSO has all of the usual obligations of an incorporated association.

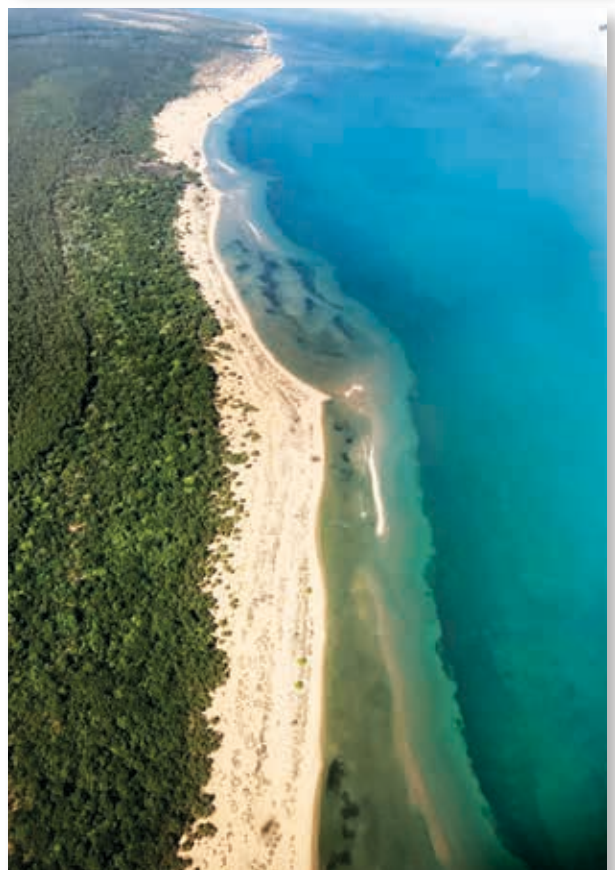
## WHO WE ARE

NT COGSO is a large volunteer organisation which includes a representative from each educational region in the Northern Territory. Regional Representatives attend four Executive meetings each year, where they discuss issues relevant to families and students in public education.

The governing authority of NT COGSO is the NT Full Council comprising of all affiliated schools. An NT Full Council Conference is held annually in Semester 2 where school representatives discuss and determine direction and policies for the organisation.

## EXECUTIVE

The management of the Northern Territory Full Council is vested in the Executive, which has power to do all things necessary to achieve the objectives of the Full Council.





**“The beautiful thing about learning is that no one can take it away from you.”**

**B.B KING**

The Executive consists of:

- President
- Vice President
- Treasurer
- Representatives from each region

The Executive may invite an additional three (3) persons who the Executive considers to have special qualifications, knowledge or experience which will be able to assist the Executive in the exercise and performance of its functions by giving of information or advice, to be a member of Executive.

## MANAGEMENT

Our office is situated on Larrakia Country in Darwin and comprises of an Executive Officer, an Executive Coordinator, Project Manager and Governance, Mentoring and Training Officers.

### Executive Officer

Our Executive Officer is responsible for the implementation and achievement of NT COGSO's Strategic Plan, managing staff, and the physical and financial assets of the organisation. The Executive Officer also has charge of the overall direction of corporate planning, budget activities and external relations.

### Executive Coordinator

The Executive Coordinator is responsible for exercising independent judgment and considerable initiative to provide a wide range of managerial support to the Executive Officer and overall senior administration for the organisation.

### Governance and Community Engagement Manager (GCEM)

The GCEM is the central point of contact for all NT government schools and school representative bodies for governance advice, support and training. Their role is responsible for building the governance capacity of school representative bodies through best practice & strategic planning for school improvement.

### Governance, Mentoring and Training Officers (GMTO's)

GMTO's deliver flexible, high quality training and mentoring on governance & community engagement throughout the Northern Territory. Their role educates Members and potential Members in the governance requirements under relevant legislation, guidelines & policies.

# NT COGSO EXECUTIVE



## TABBY FUDGE President

October 2015 to present

Tabby is committed to improving public education and is a strong advocate to the Northern Territory and Australian Government's on behalf of families.

**“A properly resourced ‘needs based’ public education system would greatly benefit our communities, both socially and economically. For every dollar we invest in public education, we save at least ten dollars in our health and welfare budgets.”**

At the 2019 November AGM Tabby was re-elected President for a fourth year. Prior, Tabby held the position of Treasurer and Vice Chair of the Palmerston and Rural Regional Council.

With two daughters in Year 7 and Year 10, Tabby is a Parent Member of the Taminmin College Board.

In addition, Tabby also sits on the Northern Territory Board of Studies (NTBOS) as a Parent member: Term of Office - 30/12/17 to 30/12/20.



## NOELENE ARMSTRONG Vice President

November 2019 to present

Noelene is the parent of two children at government schools and having served as a Parent Member of the Stuart Park Primary School Council is now a Parent Member of the Darwin Middle School Board.

A passionate advocate for children with special needs, Noelene believes that with appropriate supports in place, all children would feel safe and thrive in their school environment.

Noelene also has a strong interest in child mental health and building resilience in children as part of the education curriculum.



## RICHELLE KENT Treasurer

November 2018 to present

Richelle has three children who attend government schools and is a born and bred Territorian. Commencing a School Council journey in 2013 at Driver Primary School as a Parent Member, then holding the position of Treasurer on Karama Primary School Council and Batchelor Area School Council. Richelle is Chair of the Manunda Terrace Primary School Council and Treasurer of Sanderson Middle School Council.

In her second year as NT COGSO Treasurer, Richelle ensures compliance with all financial reporting obligations.

Richelle considers parent and community involvement in schools is critical to achieving better outcomes for students.



## WAYNE GREEN Barkly Region

November 2016 to present

Wayne is a Parent Member on both Tennant Creek School Councils. Wayne has served a total of 10 years on Tennant Creek Primary School Council and several years on Tennant Creek High School Council. He has three children across both schools ranging from Year 3 to Year 10.

Wayne is a strong believer in the need for parent and community involvement within schools for better and broader outcomes for students.

He is also a proud advocate for the Barkly region and ensures Barkly voices are heard by those shaping Territory education.





## **NATASHA O'KEEFE & NOELA ANDERSON**

### **Katherine Region**

March 2018 to present

Natasha is a Parent Member on Borrooloola School Council and is studying Certificate III in Early Childhood Education at Batchelor College. Working at Borrooloola School for several years, Natasha believes education is the key for all children to learn and become independent life-long learners.

Natasha also participates in school events such as sport days, family fun days and all other important events, in addition to being an active Parent Member on the School Council.



Noela is a Parent Member on the Borrooloola School Council and comes from two language groups; Garrwa and Yanyuwa and has spent her whole life in and around Borrooloola. Having worked for three years at Borrooloola School as a Tutor/Assistant Teacher for three years, Noela has now spent sixteen years in her current role of Home Liaison Officer, in addition to being an active participant of the School Council.

Noela loves her role of assisting and supporting more than 300 students, from helping them engage in the classroom to helping plan the schools Weekly Culture days.



## **NOELENE ARMSTRONG**

### **Darwin Region**

May 2016 to present

Noelene is the parent of two children at government schools and having served as a Parent Member of the Stuart Park Primary School Council is now a Parent Member of the Darwin Middle School Board.

A passionate advocate for children with special needs, Noelene believes that with appropriate supports in place, all children would feel safe and thrive in their school environment.

Noelene also has a strong interest in child mental health and building resilience in children as part of the education curriculum.



## **KARYN LAVERTY**

### **East Arnhem Region**

October 2019 to present

Karyn is the Chair of Nhulunbuy High School Council, born and raised in Nhulunbuy and has two children attending Nhulunbuy High School in Years 8 and 9.

Karyn believes that young people live and learn in two worlds - home and school. The way the two connect and communicate can make an enormous difference to how children learn to manage in both places.

When schools and families work together, children do better, stay in school longer and are more engaged with their school work.

**“Listening, talking and working together is the only way we will improve outcomes for our children.”**

**TABBY FUDGE, NT COGSO PRESIDENT**



## NIKKI ELLIOTT Palmerston & Rural Region

November 2017 to April 2020

Commencing in 2013 on the Moulden Park Primary School Council, Nikki now serves as a Parent Member on the Palmerston College Board. Nikki has two children with one completing schooling in 2019 and one in Year 8.

**“Parent, teacher, school and community collaboration is so vitally important in creating successful learning. Supporting and working together is the key to success for all our children.”**

Previously, Nikki has developed a STEM partnership with Rosebery Primary School.

**“The students truly amaze me with their interest and enthusiasm to learn all things scientific.”**



## LAUREN WINTER Southern Region

October 2019 to present

Lauren has been involved with various schools in Alice Springs since 1995 when her first child commenced in preschool.

Serving as a Parent Member on School Councils, committees and fundraising bodies, Lauren holds the position of Chair on Centralian Senior College Council and Parent Member on Centralian Middle School Council.

With a large family of 6 children with the two youngest currently at school, Lauren is passionate about public education both Territory and Australia wide.



## DYLAN ROBINSON Invited Member

April 2019 to present

Dylan is the immediate former East Arnhem Regional Representative and former Parent Member of Nhulunbuy High School Council where his son attended school.

In 2019 the Executive extended Invited Member status to Dylan for the knowledge and experience he brings with extensive experience in the area of youth services across the Territory.

He has a Graduate Certificate in Development Trauma and is passionate about genuine engagement with communities.

Dylan is a strong advocate in the parity of opportunity for remote schooling communities.



## FRED RICHARDSON Invited Member

April 2016 to present

Fred was appointed Southern Regional Representative in 2015 and 2016 with a son at Centralian Senior College.

Since 2017 Fred has served as an Invited Member on the Executive and is valued for his critical thinking and a creative and innovative approach to curriculum improvement.

Fred taught in TAFE/University for over 25 years and maintains a strong interest in the content, delivery and pedagogy of STEAM/STEM subjects in the NT Schools curriculum.

Fred also sits on the Northern Territory Board of Studies (NTBOS) as an Expert member: Term of Office - 30/12/17 to 30/12/20.



# NT COGSO STRATEGIC PLAN 2017 – 2020

**NT COGSO encourages continual improvement in the provision of quality education outcomes for all students in Public education.**

- To seek a significant growth in the number of parents/carers engaged with their school.
- To maintain the quality and range of support services; to ensure a high level of service is provided.
- To promote parent and school partnerships and to encourage parental engagement in school life.

The Executive Officer is the driving force that enables NT COGSO to fulfil these goals.



**MICHELLE PARKER**  
**Executive Officer**

**October 2013 to present**

Michelle is responsible for supporting and enabling the Executive to fulfil its governance functions in line with NT COGSO constitution and policy. Providing executive leadership, operational management and direction to achieve NT COGSO's Mission, Vision and Strategic Objectives.

Michelle has an extensive background in Governance and Compliance, School Business

Management, in addition to Mediation Training. She has also held various positions on Education Boards and Associations.

Michelle believes that all children have the right to access a full and free, high-quality education.

Michelle has a son in Middle School and is an Invited Member on Nightcliff Primary and Palmerston College School Councils.

## Goal 1:

**Contribute to the continual improvement of the public education system by providing a strong parent voice.**

### PRIORITIES/STRATEGIES

- Promote government wide consultation, inclusivity and transparency in government planning and policy development that allows for well-informed input of Council and Board Affiliates.
- Strengthen collaboration with the NT Department of Education (DoE) through effective representation.
- Strengthen collaboration with national, state and territory counterparts to influence issues.
- Strengthen collaboration with other relevant bodies to influence issues as they impact on public schooling.
- Continually pursue effective and innovative ways to enable a strong representative parent voice.
- Proactively and systematically campaign for the promotion of affiliates' concerns.
- Encourage debate within the parent community and to encourage engagement, representation and participation.

## Goal 2:

Demonstrate strong leadership in policy development and advocacy based on research and consultation.

### PRIORITIES/STRATEGIES

- Strengthen our capacity to influence government policy and practices to advocate for high quality, inclusive and secular public education in all NT public schools and their appropriate funding.
- Continually review and develop Council policies formulated on evidence-based research and consultation.
- Publish and promote NT COGSO policies.

## Goal 3:

Assist member affiliates in achieving their objectives.

### PRIORITIES/STRATEGIES

- Foster and assist member affiliates by providing advice and information for their effective operation and encourage any school or college without a School Representative Body (SRB) to join NT COGSO as an affiliated member to continue the flow of information to and from school/college's and parents.
- Represent the interests of affiliates in dealing with DoE and other authorities to achieve the best possible educational outcomes for students, schools and families.
- Strengthen communication and information sharing between NT COGSO and affiliates.
- Facilitate the provision of Governance and Training information to School Representative Bodies





## Goal 4:

Operate a well governed and well managed body.

### PRIORITIES/STRATEGIES

- Review all relevant information, communication and technology processes to meet NT COGSO's needs.
- Ensure consistency of processes, policies and practices.
- Regularly review our operational processes and accountability measures.
- Protect the funding base to increase NT COGSO's capacity to meet its goals.
- Be an outstanding employer.
- Identify a permanent location in consultation with the Minister of Education and the Department of Education. (Finalised January 2018).

# NT COGSO STRATEGIC PLAN 2017 – 2020

## Focus Goals 2019 – 20

FOCUS	ACHIEVEMENTS 2019 - 2020
<b>GOAL 1: PARENT VOICE</b> <ul style="list-style-type: none"><li>• Strengthen collaboration with NT Department of Education</li><li>• Enable a strong representative parent voice</li><li>• Encourage debate within the parent community</li></ul>	<ul style="list-style-type: none"><li>• Monthly NT COGSO   CE meetings maintained with a total of ten (10) meetings held.<ul style="list-style-type: none"><li>- In addition, a total of eight (8) contributions and responses were made to the department on policy, implementations, reviews and processes as requested by the department.</li></ul></li><li>• Conducted two (2) Territory wide surveys with reports presented to the department.<ul style="list-style-type: none"><li>i. COVID-19 Survey   School Operations</li><li>ii. Parent Survey   Student School Reports</li></ul></li><li>• Membership on Education Minister   COVID-19 School Operations Advisory Group 23 Mar - 7 Aug</li><li>• Monthly Education Minister   NT COGSO meetings with a total of six (6) meetings held.</li><li>• Meetings with Minister for Health advocating on Hearing Loss and Mental Health First Aid.</li><li>• Meeting with Minister for Police and Police Commissioner advocating on School Based Policing.</li><li>• Participated in Australian Government Advisory Group   Reviews   Funding Committee.<ul style="list-style-type: none"><li>i. headspace schools   Implementation &amp; Advisory Group</li><li>ii. Review of Secondary Pathways</li><li>iii. Lingiari and Solomon Local Schools Funding Committees</li></ul></li><li>• Held a successful Annual Full Council meeting 2 November 2019 with representation from every region and a record twenty-seven (27) motions passed.</li><li>• Supported the six (6) Regional Councils and their Representatives, including mentoring and meeting support.</li></ul>
<b>GOAL 2: MEMBER AFFILIATES</b> <ul style="list-style-type: none"><li>• Publish Full Council policies</li><li>• Encourage Review of policies</li></ul>	<ul style="list-style-type: none"><li>• Full Council Policy 2009 is published on our website.<ul style="list-style-type: none"><li>- Review is encouraged and the Policy document is tabled annually for Executive Members and Regional Representatives consideration.</li></ul></li></ul>

**“Coming together is a beginning, staying together is progress, and working together is success.”**

**HENRY FORD**

## FOCUS

## ACHIEVEMENTS 2019 - 2020

### GOAL 3: LEADERSHIP

- Provision of quality advice to affiliates
- Distribute information
- Deliver Governance Training & Mentoring Support

- Our Services Funding Agreement with the department for the 'Provision Of Governance Training To School Representative Bodies' has enabled us to continue delivering high quality, culturally appropriate support to School Representative Bodies.
- We delivered contextualised training to 745 Members in 74 schools throughout the Northern Territory and provided direct assistance to 261 individual queries.
- With an ongoing Focus on Quality: Setting high quality standards and striving for continuous improvement; we introduced a formal feedback process on the standard of assistance we provide once a query was recorded as resolved.
- Following the evaluation of the information distributed to 1,100 School Representative Body Members, we increased information on grants available by including funding available by national organisations and philanthropic bodies.

### GOAL 4: GOVERN & MANAGE THE ORGANISATION

- Review operational processes
- Review accountability measures
- Be an outstanding employer

- To improve operational processes following the departure of a long-term administrative staff member, we outsourced expenditure and payroll processing, ATO reporting and financial record keeping. As a small non-government organisation this provides us continuity of bookkeeping expertise and additional separation of financial delegations through the use of an external service. We have also updated to the latest accounting online software with hardcopy records uploaded and attached for each transaction.
- Audit 19-20 Special Purpose Financial Reports (SPFR) conclude that the financial statements of the organisation present fairly its affairs in all material aspects. The Auditor Management Letter stated our 'organisations ongoing management and internal controls of financial supporting documentation and MYOB data entry remains excellent'.
- Our staff are truly our greatest asset. Our organisational policies and practices ensure all staff have an opportunity to develop, contribute, seek guidance and support. We are further committed to ongoing professional development through opportunities for staff to lead and manage on various projects.
- We renewed our Working from Home policy and implemented a Work Health and Safety (WHS) Checklist designed to assist staff and the Executive Officer to assess WHS risks in the home. All staff successfully transitioned to working from home effective 15 March in response to COVID-19 measures with productivity and quality of service maintained.

# OPERATIONAL PERFORMANCE | REPRESENTATION & ADVOCACY

## Northern Territory Council of Government School Organisations Incorporated – Operational Funding

### Performance Measures

#### (1) NT COGSO TO MAINTAIN THE RATIO OF AFFILIATED SCHOOL REPRESENTATIVE BODIES, BY REGION.

Across the regions, we continue to achieve greater than the required 95% affiliation rate of Northern Territory School Representative Bodies.

REGION	TOTAL NORTHERN TERRITORY SCHOOLS	AFFILIATED 2019	AFFILIATED 2020	MEASURE ACHIEVED
Barkly	18	18	18	✓
Darwin	29	29	29	✓
East Arnhem	16	16	15*	✓
Katherine	26	26	26	✓
Palmerston & Rural	32	32	32	✓
Southern	32	32	32	✓

\* We were unable to contact Milingimbi School Council in 2020

#### (2) NT COGSO TO MAKE **FORMAL CONTRIBUTIONS OR RESPONSES** ON BEHALF OF SCHOOL REPRESENTATIVE BODIES IN ALL GOVERNMENT SCHOOLS IN THE NORTHERN TERRITORY TO RELEVANT EDUCATIONAL POLICIES AND INITIATIVES.

- Minister Uiibo | COVID-19 School Operations Advisory Group – 23 March to 7 August 2020
- Department of Education: Code of Conduct for Schools and NT Schools Respectful Relationships Charter – 25/06/2020
- NT COGSO to CE | COVID-19 | School Representative Bodies | Survey Report – 09/04/2020
- NT COGSO to Department of Education: Parent Survey Results Report | Student School Reports – 03/12/2019
- Department of Education: Framework for Inclusion 2019 - 2029 | Implementation Plan - 15/11 & 3/12/2019
- Australian Government: Local Schools Fund | Lingiari Electorate | Local Advisory Committee Member – 13/11/2019
- Department of Education: Co-design Parent Survey on Student School Reports – 08/11/2019
- Australian Government: Review of Senior Secondary Pathways – 06/11/2019
- Australian Government: Local Schools Fund | Solomon Electorate | Local Advisory Committee Member – 29/10/2019
- Department of Education: Drafts – Code of Behaviour Students and Staff | Student Wellbeing and Behaviour Policy – 21/10/2019
- Department of Education: Draft Student Wellbeing and Behaviour Policy – 17/10/2019
- Department of Education: Review into School Based Policing Program | Development of Program Resources – 17/09/2019
- Department of Education: Complaint Management Framework | Effective Complaint Management Process – 28/08/2019
- Australian Government: Beyond Blue | National Education Initiative | headspace schools | NT Implementation and Engagement Advisory Group – 24/07/2019



### (3) NT COGSO TO MAINTAIN ITS MEMBERSHIP ON NORTHERN TERRITORY REPRESENTATIVE AND ADVOCACY-BASED GROUPS, DESCRIBED BY CATEGORY.

- Teacher Representative Board (TRB)
- Northern Territory Board of Studies (NTBOS)
- Making Justice Work: Youth Justice Subcommittee
- United Nations Association of Australia (UNAA) - NT Division

### (4) NT COGSO TO MAINTAIN ITS PUBLIC PROMOTION OF PUBLIC EDUCATION IN THE NORTHERN TERRITORY.

#### SOCIAL MEDIA

The NT COGSO Facebook page continues to reach its audience, with page 'likes' increasing to 1,958 with 1,972 following (up from 1,469 previous year). From 1 July 2019 to 30 June 2020 **our messages achieved a total reach of 278,979.**

There were over 141 public education posts for the year which specifically promoted positive messages on behalf of public education in the Northern Territory.

This page is also a valuable resource to keep parents updated on varied events such as Public Education Forums and Governance, Finance and Industrial Relations training.

#### PRINT AND RADIO MEDIA

Throughout the year our President spent considerable time with various media. In addition, we published articles and promotion's for:

- Fabulous First Years - Transition and Early Learning
- Media: With Minister Uibo | Acoustics Upgrades for 100 Territory Classrooms - 27/05/20

### (5) NT COGSO TO MAINTAIN ITS PROMOTION OF THE POSITIVE OUTCOMES ARISING FROM NT COGSO AND THE TERRITORY WORKING COLLABORATIVELY.

Noting the information provided in the 'Operational Performance' section we continue to strengthen our collaboration with the Department of Education and promotion of this work to families and schools by the provision of feedback through:

- Annual Report
- Annual Full Council
- Regional Councils
- School Representative Bodies
- Schools

#### ADVOCACY

We develop and maintain strategic relationships with key decision-makers, affiliates and the broader educational community to contribute significantly to education of the highest quality in all government schools.

#### MEDIA RELEASES

- World Teachers' Day
- Government Must Scrap Principal Pay Freeze
- Our Remote Students Deserve The Same Standard As Darwin
- Education Election | Budget Certainty for Schools
- Education Election | Still Waiting to Hear
- NT Schools Join Together to Stand Up for Yuendumu School, Tennant Creek & Katherine High Schools

#### WEBSITE

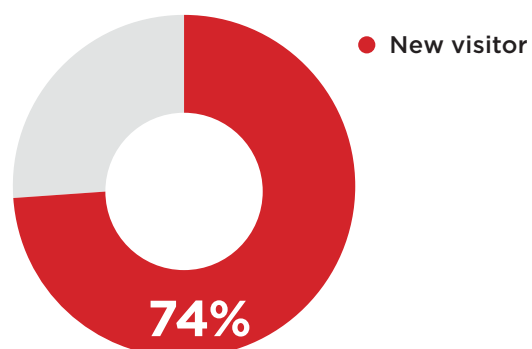
The NT COGSO website received a total of 7,172 users with 5,984 sessions between July 2019 to June 2020. Out of the total of website users, 74% were new visitors to the website. This was an increase of 9% from previous year.

#### NT COGSO AUDIENCE OVERVIEW

# 74%

## NEW VISITORS TO NT COGSO'S WEBSITE. AN INCREASE OF 9%.

(Google Analytics 2020)



# NT COGSO – CHIEF EXECUTIVE DoE | MONTHLY MEETINGS

## Agenda Items | Requests for Information

<b>15-Jul-19</b>	Indigenous Education Strategy   April – June quarterly report (Standing Item)
<b>15-Jul-19</b>	School Resourcing (Standing Item)
<b>15-Jul-19</b>	Student Engagement (Standing Item)
<b>15-Jul-19</b>	NAPLAN Online (Standing Item)
<b>15-Jul-19</b>	Budget Repair Update
<b>15-Jul-19</b>	Katherine Housing Subsidy
<b>15-Jul-19</b>	Draft   Framework for Inclusion   Building Collaborative Capacity Program
<b>15-Jul-19</b>	Policy Requests   Positive Behaviour & Wellbeing   Duty of Care
<b>15-Jul-19</b>	School Survey 2019
<b>15-Jul-19</b>	Review of Principal Classifications
<b>15-Jul-19</b>	Solar Power in Schools   Policy & Guidelines
<b>15-Jul-19</b>	Flexible Learning Centre   Parent Information
<b>15-Aug-19</b>	School Security Funding
<b>9-Sep-19</b>	Efficient Allocation of School Resources   Briefing   Brett Roach
<b>9-Sep-19</b>	School Improvement Journey   Briefing   Aderyn Chatterton
<b>9-Sep-19</b>	School Based Policing   Professional Development Program
<b>9-Sep-19</b>	Enhancing Technology Use in Schools
<b>7-Oct-19</b>	School Based Policing   Request Operational Guidelines   PD Southern Region
<b>7-Oct-19</b>	School Survey 2019 Results
<b>7-Oct-19</b>	Accelerate   Education for All with Technology & Information   2019-22 Strategy
<b>7-Oct-19</b>	Indigenous Education Strategy (July – Sept quarterly report)
<b>6-Nov-19</b>	MOTIONS TABLED   Full Council Meeting
<b>6-Nov-19</b>	CBEO Funding Agreement
<b>6-Nov-19</b>	HR Scholarships   Uptake
<b>2-Dec-19</b>	Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability
<b>2-Dec-19</b>	Teen Mental Health First Aid
<b>2-Dec-19</b>	Principal Recruitment
<b>28-Jan-20</b>	Back to School Working Group
<b>28-Jan-20</b>	Remote Aboriginal Teacher Workforce
<b>28-Jan-20</b>	Infrastructure Funding
<b>28-Jan-20</b>	NTCET Results



We thank outgoing Chief Executive Vicki Baylis for over three years of dedicated collaboration with the Northern Territory Council of Government School Organisations as we advocate for our children, families and school communities.

<b>2-Mar-20</b>	Local Engagement and Decision-Making (LEaD) Committees
<b>2-Mar-20</b>	Independent Public School Board Guidelines
<b>2-Mar-20</b>	Schools Central and School Representative Body Record Keeping
<b>28-Apr-20</b>	Indigenous Education Strategy (Oct - Dec quarterly report)
<b>28-Apr-20</b>	COVID-19   Update
<b>28-Apr-20</b>	Student Engagement Programs
<b>18-May-20</b>	School Based Police Officer Program   Redeployment
<b>18-May-20</b>	School Attendance   Own Our Own Project   Update
<b>18-May-20</b>	Baniyala Garrangali School Power Supply
<b>18-May-20</b>	Governance Training   DoE Funded Program 2012 - 2021   Overview for CE



In March 2020 we welcomed incoming Chief Executive, Karen Weston.

It has been a pleasure to meet with Karen each month and we look forward to her ongoing leadership, guidance and collaboration. In a short period of time it is already clear that stakeholder engagement is welcomed and valued in our shared pursuits for the best possible outcomes for students and schools.

# GOVERNANCE TRAINING | ACCOUNTABILITY & PERFORMANCE

We are extremely proud to demonstrate for the eighth year in a row, our strong performance against the Governance Training Milestones for 2019-2020.

## MILESTONE GOVERNANCE TRAINING DELIVERED

NT COGSO has once again surpassed Department of Education requirements for *'the delivery of training to a minimum 40 School Representative Bodies for the year'*, delivering to a total of 74 schools in 2019-20.

Governance, Finance and Industrial Relations training has been delivered and facilitated to a total of 745 individual School Representative Body Members in 74 schools throughout the Northern Territory.

NT COGSO is pleased to have had the opportunity to empower School Representative Body Members through increased awareness and comprehension of their roles and responsibilities under the NT Education Act and Regulations.

## MILESTONE PROVISION OF ADVICE

NT COGSO has responded to enquiries associated with school governance and community engagement by providing tailored advice to individual members.

NT COGSO has enjoyed working with School Representative Bodies to resolve enquiries relating to school governance. We have responded to 261\* individual requests for support and advice specifically on Governance, Finance, Industrial Relations and community engagement for School Councils, School Boards and school communities.

\* The majority of enquiries are resolved in less than 15 minutes, these are not included in the total

## MILESTONE RELATIONSHIPS DEVELOPED

NT COGSO actively maintains a positive working relationship with DoE Regional staff through regular communication on training, planning and our travel within the respective regions.

Our Community Engagement and Governance team continue to work collaboratively with DoE staff to support and guide School Communities. We work in close partnership with the Community Engagement Liaison Officer, Community Engagement & Local Decision-Making (CELDM) Unit to provide tailored advice and support to school communities on school governance under the Education Act.

We have attended and hosted meetings with the CELDM Team and continue to provide advice and support in the implementation of Local Engagement and Decision Making (LEaD) Committees where schools have an established School Representative

**“If you are planning for a year, sow rice; if you are planning for a decade, plant trees; if you are planning for a lifetime, educate people.”**

**RISHIKA JAIN**



Body. NT COGSO has developed and maintained positive partnerships with DoE staff in Quality School Systems and Support (QSSS) to ensure open communication between key stakeholders on matters of school governance.

NT COGSO and the DoE School Financial Improvement and Support Team have worked collaboratively with individual schools to improve their financial governance capacity and understanding.

The professional rapport established between NT COGSO and DoE staff assists School Representative Body Members as evidenced by:

- high rates of participation
- growth in governance capacity
- positive feedback on service delivery evaluations



## YOUR FEEDBACK ON THE STANDARD OF OUR ADVICE



**“NT COGSO provided high level advice and support to the Yambirrp Schools in 2019. Excellent service and guidance as we worked through some major changes to the governance structures across the two schools.”**

**“NT COGSO are always extremely helpful in providing advice and additional resources when required for our School. Their willingness to travel and support council meetings is always appreciated also.”**

**“ Experience has been highly positive. NT COGSO gives excellent support to schools. The staff understand the issues facing schools and the information that is required.”**

**“It is great to have that extra support from NT COGSO especially at the AGM so the parents know you are there to support them.”**

# RESOURCE DEVELOPMENT | ACCOUNTABILITY & PERFORMANCE

We develop contextualised, adaptable and culturally appropriate training resources to support School Representative Body members in understanding school governance under the NT Education Act (2015) | Part 6, Parent and community involvement in government schools.

## NEW RESOURCES DEVELOPED

New resources in response to COVID-19 to support School Representative Bodies.

### LIST 1

[COVID -19 Practical Advice](#)

[Useful Links for Parents & Families](#)

New resources to support local decision-making in rural and remote schools.

To support local decision-making, best practice governance and meaningful engagement when establishing a School Representative Body, contextualised resources and templates were developed to support Principals and school communities to navigate the establishment process.

### LIST 2

- [School Community Checklist](#)
- [Step By Step Guide To Establishing](#)
- [Requesting 'In Principle' Support](#)
- [Community Meeting Notice](#)
- [Community Meeting Agenda](#)
- [Community Meeting Minutes](#)
- [Formation Meeting Notice](#)
- [Formation Meeting Agenda](#)
- [Formation Meeting Minutes](#)
- [Interim School Council Meeting Notice](#)
- [First Interim School Council Meeting Agenda](#)
- [First Interim School Council](#)
- [Special General Meeting Notice](#)
- [Special General Meeting Agenda](#)
- [Special General Meeting Minutes](#)
- [Formal Request To Establish a SRB](#)

New resources in response to identified needs from training delivery and schools assistance enquiries.

Comprehensive Office Bearer Handbooks were developed and published to support a greater understanding of the roles and responsibilities of the

Chair, Treasurer and Secretary. Additional resources were published to assist members to implement best practice school governance.

### LIST 3

- [Chair Roles and Responsibilities Handbook](#)
- [Secretary Roles and Responsibilities Handbook](#)
- [Treasurer Roles and Responsibilities Handbook](#)
- [School Central for School Representative Body Members](#)
- [School-representative-bodies/frequently-asked-questions](#)



**“We see our families and community members as co-creators and co-producers of the excellent schools and learning opportunities that we want for all of our students.”**

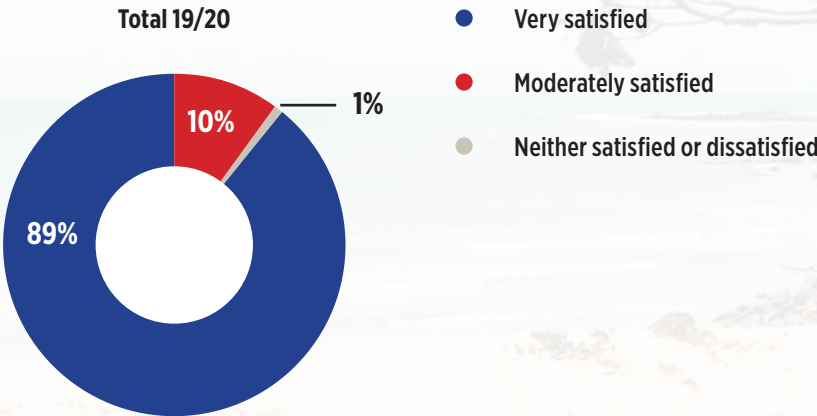
**KAREN L MAPP**

# PARTICIPANT FEEDBACK | ACCOUNTABILITY & PERFORMANCE

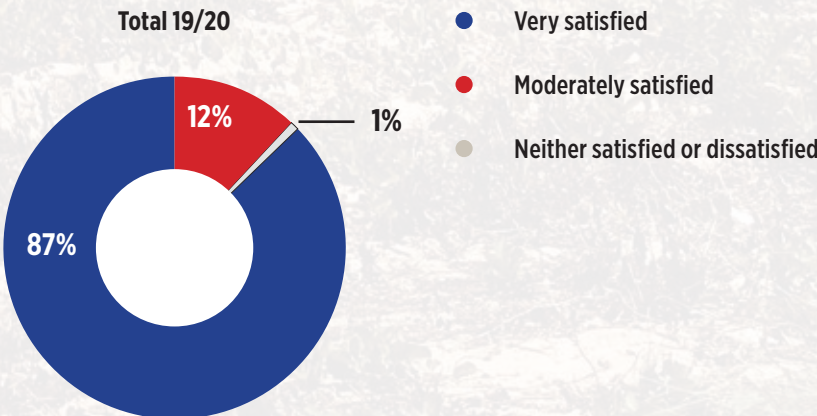
Analysis of feedback from School Representative Body participants on Governance training delivered



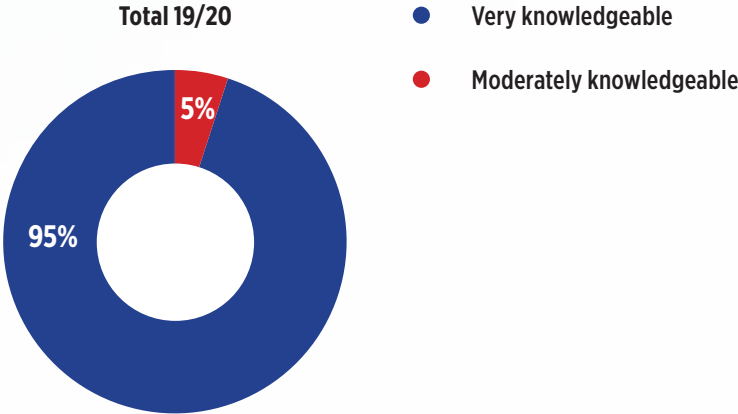
Q1. How would you rate your satisfaction with the quality of the content delivered?



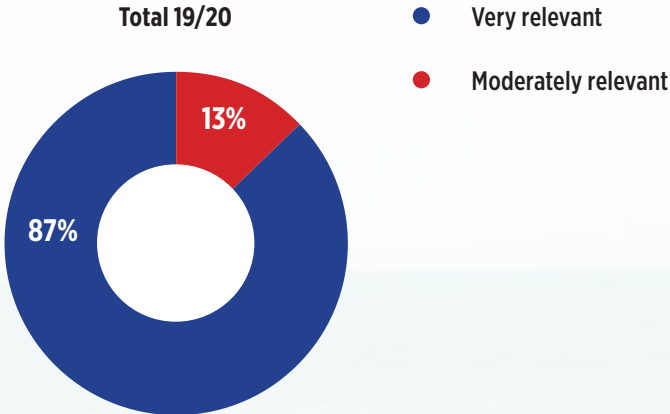
Q2. How would you rate your satisfaction with the quality of the resources?



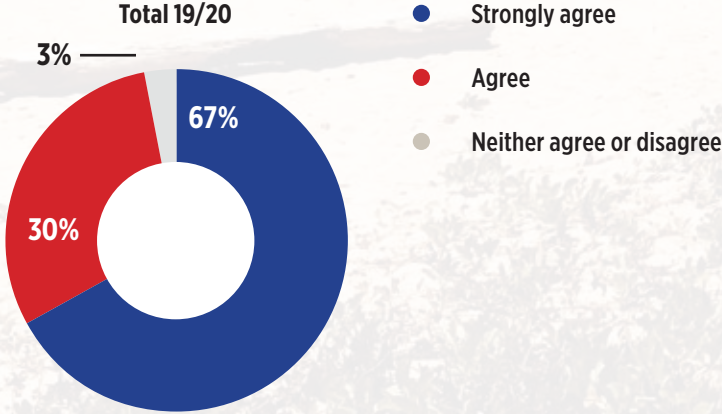
**Q3. How knowledgeable was the trainer?**



**Q4. Please rate the relevance of the information delivered during the training.**

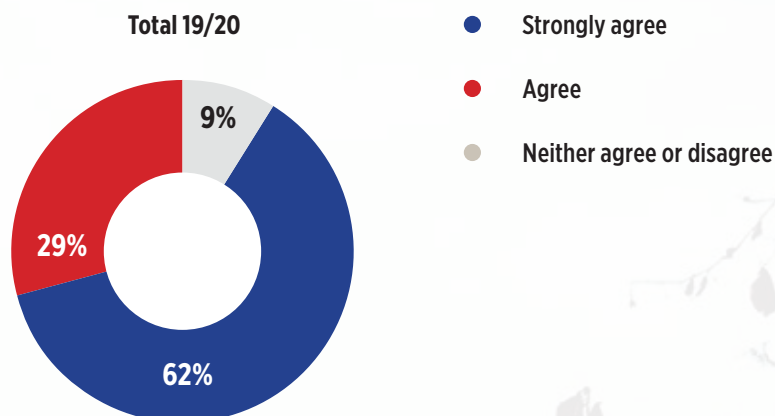


**Q5. Following the training, do you feel you have more awareness of school governance?**





Q6. Following the training, do you feel you have more awareness of the autonomy of your school?



Q7. Do you have any other comments, questions, or concerns?

**“Thank you. A great and very worthwhile course that was contextualised to the Board construct.”**

**“I completed the Director’s Australia Governance Training in July 19 and this NT COGSO training was far more valuable for what we require. Thankyou.”**

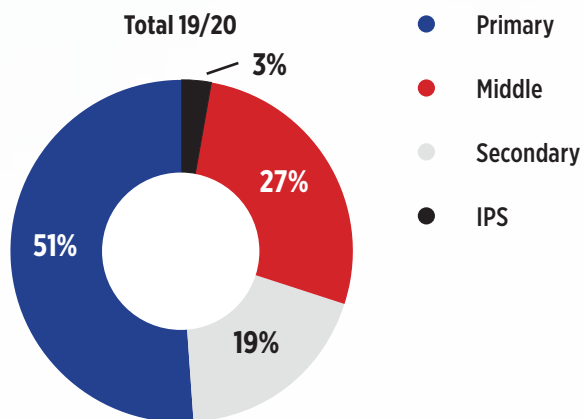
**“The presenter was fantastic and I got great benefit out of the training provided given it is my first year on a School Board as opposed to community organisation boards in the past. My biggest takeaway was the strategic view versus operational view.”**

**“Thankyou - Brilliant presentation, strong presenter! Clear and concise! – Just what some of our members needed! Thank you so much.”**

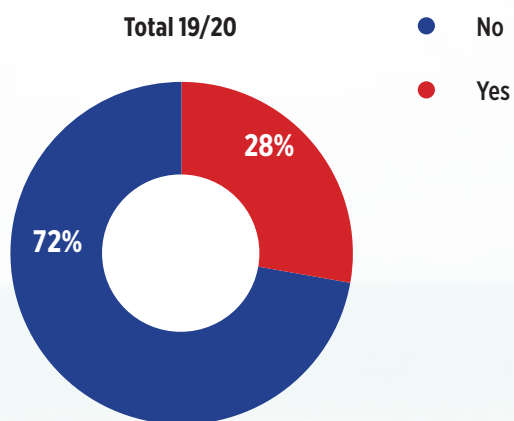
**“Was great to have such a small group as the information flowed in an organic way and we were able to ask a lot of questions.”**

**“Enjoyed the presentation – learnt a lot about what NT COGSO can offer. Looking forward to doing further training.”**

Q8. Please select the options that best describe your school (select all that apply).



Q9. Do you identify as being of Aboriginal or Torres Strait Islander heritage?





**“There is no doubt that when family engagement is developed in true partnership, it has the ability to positively impact students’ academic, social and emotional growth, even within distressed communities.”**

**KELLI CEDO**

# STUDENT ACHIEVEMENTS 2019/2020

NT COGSO acknowledges the following student achievements in 2019 – 2020

## NT BOARD OF STUDIES AWARDS

These awards are given alongside the Northern Territory Board of Studies Student Awards to publicly recognise the achievements of the year's outstanding students.

**Chief Minister's Most Outstanding Student of 2019 Award Recipient:**

Lachlan Anderson – Darwin High School

**Chief Minister's Most Outstanding Distance Education Student Award Recipient:**

Evie Brash – NTSDE and Centralian Senior College

**Administrator's Medal Award Recipient:**

Asher Lennie – Larapinta Primary School



ABOVE: Asher Lennie and the Honourable Chief Justice Michael Grant



ABOVE: Chief Minister Michael Gunner, Ashlin Bucklar and Fred Hallows Founding Director Gabi Hollows

## FRED HOLLOWES HUMANITY AWARD

**Region: Darwin**

**Recipient: Ashlin Bucklar from Stuart Park Primary School**

The Award recognises Year 6 students who show compassion, integrity and kindness in their everyday lives, just as Fred Hollows did.

The Fred Hollows Humanity Award highlights inspirational students making a positive difference in their communities.

## TOURNAMENT OF MINDS

**Region: Darwin**

Tournament of Minds is a problem-solving program for teams of students from both primary and secondary years. Tournament's aim is to enhance the potential of our youth by developing diverse skills, enterprise, time management, and the discipline to work collaboratively within a challenging and competitive environment.

The categories and winning schools are listed below:

**Primary Language Literature: Winner – Larrakeyah Primary School**

**Secondary Language Literature: Winner – Darwin Middle School**

**Primary STEM: Winner – Anula Primary School**

**Secondary STEM: Winner – Darwin Middle School**

**Primary Social Sciences: Winner – Parap Primary School**

**Spirit of Tournament: Winner – Dripstone Middle School**



ABOVE: Parap Primary School

## COUNTRY TO CANBERRA LEADERSHIP COMPETITION

**Region:** Arnhem

**Recipients:** Tahli Stimpson from Nhulunbuy High School

Tahli joined an exciting group of young female rural leaders, who submitted passionate videos and stories about gender equality and rural Australia.

A prestigious annual competition that awards winners with a 'Power Trip' to Canberra where winners meet inspiring politicians/CEOs, receive leadership and public speaking training, tour Parliament, score a mentor and have their work published.



## SCHOOL BIRTHDAY MILESTONES

Alawa Primary School  
(Darwin)

**50TH BIRTHDAY**

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Centralian Middle School  
(Southern)

**10TH BIRTHDAY**

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Dripstone Middle School  
(Darwin)

**40TH BIRTHDAY**

---

Gillen Primary School  
(Southern)

**50TH BIRTHDAY**

---

Humpty Doo Primary School  
(Palmerston & Rural)

**40TH BIRTHDAY**

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Jilkmिंगgan School  
(Katherine)

**45TH BIRTHDAY**

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Manyallaluk School  
(Katherine)

**15TH BIRTHDAY**

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Urapunga School  
(Katherine)

**45TH BIRTHDAY**

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# TEACHING IN THE TERRITORY EXCELLENCE AWARDS 2019

Excellent teachers inspire imagination and instill a love of learning in our children. Education is a shared commitment between dedicated teachers, motivated students and enthusiastic parents. We recognise and thank our dedicated Northern Territory teachers.

## **NORTHERN TERRITORY ABORIGINAL EDUCATOR OF THE YEAR 2019**

### **Overall Winner**

Hagar Nadjamerrek  
Gunbalanya School  
(Palmerston and Rural)

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## **NORTHERN TERRITORY EDUCATION SUPPORT PERSON OF THE YEAR**

### **Overall Winner**

Daisy Wulumu  
Shepherdson College  
(Arnhem)

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## **NORTHERN TERRITORY PRIMARY TEACHER OF THE YEAR**

### **Overall Winner**

Dane Russell  
Wagaman Primary School  
(Darwin)

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## **NORTHERN TERRITORY PRINCIPAL OF THE YEAR**

### **Overall Winner**

Brenda Jolley  
Larapinta Primary School  
(Alice Springs)

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## **NORTHERN TERRITORY SCHOOL LEADER OF THE YEAR**

Brooke Sweeney  
Lajamanu School  
(Katherine)

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## **NORTHERN TERRITORY SECONDARY TEACHER OF THE YEAR**

Chin Huan  
Tennant Creek High  
(Barkly)



**ABOVE:**  
Hagar Nadjamerrek  
Aboriginal Educator of the Year  
Gunbalanya Community School

## **NORTHERN TERRITORY SPECIAL EDUCATOR OF THE YEAR**

Larelle Gilbert  
Jingili Primary School  
(Darwin)

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## **NORTHERN TERRITORY VOCATIONAL EDUCATION TRAINER OF THE YEAR**

Adrienne McMahon  
Katherine High School  
(Katherine)

# NTBOS ACADEMIC | STUDENT EXCELLENCE AWARD WINNERS 2019

The Northern Territory Board of Studies offers Academic Excellence awards to students in their final years of primary, middle and senior schooling. The Academic Excellence award consists of a certificate of merit and a monetary prize of \$50.

We pay tribute to the tremendous work of students in our Government schools and recognise the people who helped them

achieve - families, friends and members of their communities, as well as the principals, teachers and curriculum staff who have worked to ensure that these Northern Territory students achieve their best results.

Students in Government schools who received the Academic Excellence award for the 2019 school year are as follows:

## Year 12 Students

First Name	Last Name	School
Joel	Park	Casuarina Senior College
Evie	Brash	Centralian Senior College
Poojana	Thotawatta	Centralian Senior College
Lachlan	Anderson	Darwin High School
Staceyanne	Nawirridj	Gunbalanya Community School
Harrison	Parfitt	Nhulunbuy High School
Hunter	Torr	Northern Territory School of Distance Education
Janiella	Medina	Palmerston College
Margaret	Garawirtja	Shepherdson College
Rovin	Verdillo	Tennant Creek High School
Kimberley	Doukas	Taminmin College

## Year 12 Aboriginal Students

First Name	Last Name	School
Naja	Dyrting	Casuarina Senior College
Matilda	Moore	Centralian Senior College
Serena	Adams	Darwin High School
Leonardo	Nabulwad	Gunbalanya Community School
Siena	Stubbs	Nhulunbuy High School
Damascena	Kerinauia	Northern Territory School of Distance Education
Leticia	Da Costa	Palmerston College
Sammy	Atu	Shepherdson College
Alana	Foster	Tennant Creek High School
Leticia	Lloyd	Taminmin College

## Year 12 – Personal Learning Achiever

First Name	Last Name	School
Katherine	Lockhart	Casuarina Senior College
Shane	Healy	Centralian Senior College
Emily	Hopkins	Centralian Senior College
Ashley	Pike	Darwin High School
Richard	Namundja	Gunbalanya Community School
Michael	Miller	Kintore Street School
Ben	Adams	Nhulunbuy High School
Moutie	Melville	Palmerston College
Traviston	Rami	Taminmin College

## Year 9 Students

First Name	Last Name	School
Aarya	Pratap KC	Alice Springs School of the Air
Emily	Dwyer	Batchelor Area School
Rajnandini	Bohra	Centralian Middle School
Alishba	Saeed	Darwin Middle School
Trudy	Francis	Dripstone Middle School
Felicity	Chapman	Dripstone Middle School
Rosita	Badari	Gunbalanya Community School
Taylah	Searle	Nhulunbuy High School
Jessica	Munn	Palmerston College
Veronica	McRostie	Sanderson Middle School
Sean	Sinclair	Taminmin College
Sophie	Hawke	Tennant Creek High School



## Year 6 Students

First Name	Last Name	School
William	Clayton-Ingles	Adelaide River Primary School
Elijah	Lane	Alawa Primary School
Chloe	Warby	Alice Springs School of the Air
Oscar	van Voskuilen	Anula Primary School
Isla	Martin	Bakewell Primary School
Mikaylah	Brain	Batchelor Area School
Tenzin	Finch	Bees Creek Primary School
Ava	Powell	Braitling Primary School
Ryker	Bitz	Casuarina Street Primary School
Jemma	Farrell	Douglas Daly School
Mawgan	Keats	Driver Primary School
Lucas	Timms	Durack Primary School
Kyran	Cole-Manolis	Gillen Primary School
Leonardo	Hanson	Girraween Primary School
Chelsea	Matasia	Gunbalanya Community School
Destiny	Tarau	Gray Primary School
Seth	Wilson	Howard Springs Primary School
Robert	Pilkie	Humpty Doo Primary School
Violet	Cholakos	Jingili Primary School
Alfred	Wallace	Katherine South Primary School
Thomas	Leslie	Katherine School of the Air
Asher	Lennie	Larapinta Primary School
Alice	Zhao	Larrakeyah Primary School
Stevie	Geier	Manunda Terrace Primary School
Keane	Kunoth	Mbungghara School
Brendan	Saynor	Moil Primary School
Simon	Lambourne	Moulden Primary School
Ava	Neve	Nakara Primary School
Jasmine	Wingrove	Nhulunbuy Primary School
Maya	Niscioli	Nightcliff Primary School
Shaylene	Friday	Robinson River School
Charles	Creamer	Rosebery Primary School
Ayla	Ryan	Ross Park Primary School
Jaida	Fejo	Sadadeen Primary School
Abigail	Tonkin	Stuart Park Primary School
Emma	Ryan	Tennant Creek Primary School
Ruby	Morton	Ti Tree School
Xavier	Murphy	Wagaman Primary School
Samara	Modra	Wulagi Primary School
Naomi	Endo	Wanguri Primary School
Jorja	Brisbane	Woolianna School
Mazslan	Warloo	Woolianna School
Justine	Ramos	Woodroffe Primary School

“The goal of education is the advancement of knowledge and the dissemination of truth.”

**JOHN FITZGERALD KENNEDY**

design: mIncreative 0405676633

**GET IN TOUCH ONLINE**

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