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Academic Qualifications: Dip. Teaching, Bach. Education, Grad. Dip. Ed, Masters in School Leadership.

Awards: Associate Fellow of Aust. Principals Centre, High Performing Principals Award (DET),

Key Presentations and Publications:

- Paper: "Improving Instructional Practice" at International Principals Conference (Singapore) and ACT Principals Conference (Wollongong)
- Paper: "Feedback and Instruction" at ACEL Conference (Melbourne) and Catholic Principals Conference (Brisbane)
- Presentation: "Building collaborative and data literate teams" at Harvard University: Data Wise Course.
- Presentation: "Observing Instruction" at Southern and Gippsland DET Principals conferences

Prior Experience: 42 years as teacher and principal (20 years) with DET. I retired from DET and am now the Director of Learning Inquiries Pty Ltd, a company focused on supporting teachers and leaders using evidence to lead their improvement efforts in schools.

My recent focus has been the development of more formative assessment systems in schools that enable teachers working in collaborative and data literate teams to identify the next steps in learning for students and adjust their instruction. There were several key implementation stages in this work that included:

- Building teams that provided continuous feedback on their collaborative strategies and protocols used in planning meetings.
- Building the data literacy of teachers so that they could identify the learning needs of students in their cohort, develop curricula with key intentions and success criteria that would challenge all students, plan lessons with key instructional strategies understood by all and commit to examining agreed evidence of learning.
- Developing instructional leaders that could use different protocols to objectively observe instruction and learning in classrooms with the intentions of leading evidence based discussions and providing feedback to individual teachers and teams.
- Educating communities on the values of changed assessment and reporting systems that included parents as partners in their child's schooling.