

Attention: Mr John Della Bosca
Minister for Education and Training
Fax: **9228 4392**

CC: Ms Trish Kelly,
General Manager, Human Resources
NSW Department of Education and Training.
Fax: **9561 8955**

CC: Mr Paul Gibson MP
Member for Blacktown
Fax: **9671 5266**

Subject: Inequities in Educational Outcomes for Students resulting from the lack of accountability afforded by “Principal’s Discretionary Powers” in regard to DET School Libraries.

Dear Mr Della Bosca,

Ms Kelly has kindly informed me via a letter (copy attached) she has provided my information and comments to the Industrial Relations Directorate “*to inform any future discussions on this matter*”. Ms Kelly also related her understanding that the NSW Teachers Federation has recently met with the Department to “*discuss teacher-librarian conditions*”.

Additionally, Mr Paul Gibson MP, Member for Blacktown, forwarded (10.9.07) another copy of Ms Kelly’s determination of 21st August, 2007. It is of great concern to me that Mr Gibson’s letter refers to a “**final reply** from the Minister”. Mr Gibson trusts “that the information is of assistance” to me. Unfortunately not.

Forgive my confusion, Minister, but I am endeavouring to understand how and why the concerns I raised, and that shared by many of the state’s 2000-plus Teacher Librarians, are being treated as “industrial” issues. These are clearly professional concerns. Minister, you are the **ONLY** person at this time with the authority to address these matters.

Minister, am I correct in assuming that Mr Gibson’s advice of your “final reply” means the matter is now closed, from the perspective of the Ministry of Education?

If I may recap, I originally provided details on the following concerns, with an indication of the costs involved in the most practical and easily achievable solutions to each:

1. **inequities in budget** – which would easily be addressed by the restoration of tied funding (no additional cost to the DET);
2. **inequities in support staffing** - which may be alleviated by providing principals with guidelines (no additional cost to the DET);
3. **allocation of adequate administration time** on the basis of the needs of individual schools, rather than a figure “plucked from the air” (no additional

cost to the DET as Teacher Librarians are allocated to schools IN ADDITION to the school's instructional staffing entitlement); and

4. **appropriate recognition** of the work of Teacher Librarians in order that they can fulfil the goals of Best Practice rather than outdated Historical Precedent. This would enable exemplary Teacher Librarians to continue to contribute to educational outcomes in **their area of speciality**, rather than being forced to seek promotional recognition in other areas, which would require them to either reduce their attention to, as Premier Iemma has described it "*the vital work of Teacher Librarians*", or abandon the profession completely.

And yes, the last of the above would have a financial implication. Considering the creation of roles such as Head Teacher, Teaching and Learning (which is manifestly the role of a school principal), rationalisation of executive positions would appear well overdue in any case.

When I first contacted you on 23rd June, 2007, I drew your attention to the anomalies created by **DET policies and practices**, and requested that these be independently investigated. To date, it appears that reference has been made only to the latitude created by the same policies and practices that have created inequities.

To the best of my knowledge, the only 'independent investigation' appears to have been my own input. Despite my best attempts at objectivity, it is self-evident that I could not be classified as 'independent'.

I now have a number of letters from your Office that state "the matters [I] have raised have been noted and are presently receiving attention". Unfortunately, these letters lack any subject reference, which creates difficulties in tracking progress of these and other concerns that I have raised.

However, it would be greatly appreciated if your Office could assist my 2000-plus colleagues and myself by **outlining the rationale** for the reallocation of the above listed Departmental educational concerns – relating only to maximising educational outcomes for NSW's 760,000 students enrolled in government schools – to the status of "industrial issues".

I thank you in anticipation of a rapid response to the two boxed queries shown above,

Yours sincerely,

Amanda Credaro

[Private address supplied on faxes to above recipients.]