



# NASSSA

#### TOGETHER FOR QUALITY EDUCATION. QUALITY FUTURES

Northern Adelaide State Secondary Schools' Alliance:

Craigmore High School • Gawler & District College B-12 • Kaurna Plains School Mark Oliphant College • Northern Adelaide Senior College Parafield Gardens High School • Para Hills High School • Paralowie R-12 School Playford International College • Salisbury East High School • Salisbury High School

# **Pathways News**

Term 1, Issue 1

**Upcoming Events...KEY NASSSA DATES - VET Career Focus** 

29/2 Together in the North, Stretton Centre

2/3 NASSSA Career Development Team Leaders - WorkconnectED

Project, NASC 1.30-3.30pm

7/3 WebVET Student Competency progress check by home schools

9/3 NASSSA WorkconnectED Steering Group meeting, 10am NASC

15-16/3 Minister for Education "Think Tank", Level 5 Hawke

**Building, UniSA North Terrace** 

18/3 NASSSA Uni Pathways Group, 9-10.30am PHHS

18/3 WebVET cluster administrators meeting with Mark Bayly

(Heather Bitter & Bev Roy), SHS 1.20-4pm

23/3 Northern Business Breakfast, 7-8.30am, Parafield Gardens

Community Club [book HERE]

30/3 WebVET Trainers commence term 1 reports

northernbusinessbreakfas

30/3 VET Leader meeting, 9-12.00, PGHS (National regulator QA

info session & Apprenticeship support guest speakers)

7/4 NASSSA Leaders meeting PGHS 9-12

13/4 WebVET Reports released for print

14/4 NASSSA Principals CHS 8.15-11

Contact: Heather Bitter NASSSA Pathways Senior Leader

Mobile/Work 0418855460

Email:

heather.bitter647@schools.sa.edu.au



**FINALIST** 

SCHOOL PATHWAYS TO VET AWARD

www.australiantrainingawards.gov.au









This event not only teaches students about real estate, but teaches students about public speaking, legal knowledge, professional presentation & negotiation skills, ability to think on their feet and also an Introduction to real estate as a career.

Go to "Schools Auction Idol Competition" or call Lindsay Warner on 0414 627888

There are a number of DECD schools involved in this program!

## Schools Plus

The Smart Giving program for 2016, invites schools with an ICSEA value below 1000 to tell them about their evidence-based projects that broaden opportunities for students facing disadvantage.

They then promote selected projects, a little like crowd-funding. If you haven't heard about it, click HERE for information.





Date: 15.3.16 Time: 6 - 8 pm Venue: NVI Flinders, 1284 South Rd, Clovelly Park SA 5042

How to Score an After School or First Job: An expert panel of employers talk on what they look for in a resume, individual and application so that students and young people can take that knowledge and apply it to give them the best chance of landing their first job. Book HERE. Tickets: Early Bird \$27, Parent & Teen \$37

Network in the 21st Century and Build Connections like a Pro: Being well networked and knowing how to network is potentially the biggest advantage for anyone looking for employment, particularly as many jobs don't get advertised! Date: 5.4.16 Time: 6 - 8 pm Venue: NVI Flinders, 1284 South Rd, Clovelly Park SA 5042 Tickets: Early Bird \$27, Bring a mate (2 tickets) \$37 Book HERE



- 5 Collaborative Task Managers Students Will Love Using
- 7 Proactive Studying Strategies for Students Who Hate Studying
- 4 Ways to Turn Distracted Students into Engaged Learners
- 5 Great Flipped Classroom Tips for Any Teacher

Schools In Business Speakers in Schools Program



The Schools In Business - **Speakers in Schools** program connects students with successful professionals who provide first hand advice regarding the benefits of building a career right here in South Australia. With over 600 speakers from a variety of industries and career options, teachers can select from a pool of speakers to present

in classrooms, assemblies, graduation ceremonies and career expos, all at no cost and no limit. Thank you for the support of the program sponsors Department for Education, Flinders University and teachers.on.net. Search & book HERE



**Australian Government** 

Office of the Chief Scientist

# SPI 2016

STEM PROGRAMME INDEX 2016

Click **HERE** for some great ideas!



### **AUSTRALIA'S SCIENCE CHANNEL**

IN CLASS WITH DAVID SUZUKI: This unique event will livestream David Suzuki into classrooms around Australia as he answers students' questions about science and the environment. This event will be livestreamed from: 11am-12noon (ACDT) on Friday 11 March 2016. Click HERE for more information, to register and to submit your class questions.



Share evidence- and practitioner-based learning strategies that empower you to improve R-12 education.

There are so many ideas and resources in EDUTOPIA, please visit it and explore, by clicking HERE. You may also wish to sign up for their newsletter!



FORMATIVE ASSESSMENT DIFFERENTIATED INSTRUCTION









#### **Grant Mattner** Fleet Manager Stillwell Hyundai

187 Bridge Road Ingle Farm SA 5098 Phone: (08) 8300 2999 Fax: (08) 8349 4412 Mob: 0408 080 250 Email: grantmattner@stillw

147 Main North Road Nailsworth SA 5083 Phone: (08) 8349 3300 Fax: (08) 8269 7979

Grant Mattner talked to me at the Northern Business Breakfast & he is offering to assist with talking to students regarding entering into a career in the motor industry. Please give him a call on 0408 080 250

FYI, teachers receive fleet prices from Hyundai (attachment)

Hundreds of Videos About Getting a Trade or Skill

SkillsOne has recently launched a new channel, 'SKILLS BITES', a series of 15-30 second social media videos depicting skills and trades. These "snackable" and "bitesized" engaging short videos have been created to get people excited about vocational careers. Click HERE



Click **HERE** for the **Events Calendar**, including: 2016 Career Counsellors' Conference on April 14th with Keynote speaker, Michael McQueen



Friday 20 & Saturday 21 May 2016, Adelaide Showground, Wayville. Click **HERE** for more information. Meet and speak directly with recruiting companies, the State's leading tertiary and VET educators and specialist training institutions all under one roof.



Sunday 10 & Monday 11 April 2016, at the Adelaide Convention centre. The event provides visitors with the opportunity to collect information on various career options and talk with representatives from a wide range of universities, private colleges, TAFE institutes, government agencies, professional associations, Defence Force

Recruiting, student services and many more. A comprehensive range of seminars will be presented during the event. Click **HERE** for more information.

AusAppPathways mobile app...Explore careers starting with an apprenticeship or traineeship. AusAppPathways is a new free app that helps students at the beginning of their career research to explore apprenticeship and traineeship pathways based on their interests. Searches can be filtered by state and territory and Australian School-based Apprenticeship availability. AusAppPathways is available for Apple and Android devices. For more information and to download the app visit www.ausapp.com.au.



Coaching Young People For Success

"Coaching Young People for Success" training for DECD staff will be held at Education Development Centre (EDC) Hindmarsh for \$200 for 2 day course (kit extra). Dates are:

Term 1, Week 5: 2nd and 3rd March Trainer: Liz/Carol EDC: 23 and 24th May EDC: Term 2, Week 4: Trainer: Kerrie EDC: Term 3, Week 4: 17 and 18 August Trainer Liz/Carol

Register through PLINK or directly to Carol Toole at decd.studentengagement@sa.gov.au Student Engagement & Community Partnerships Training Coordinator Statewide Services and Child Development Division, Office for Education and Early Childhood

DECD Ph: 0427 480 198 Email: carol.toole@sa.gov.au website: www.decd.sa.gov.au



Help parents know how to help their teenager with career ideas! Parents as Career Transition Support free 3 part workshop.

National Disability Coordination Officer Programme



Thursday 21st April 9.30-2.30pm, Thebarton Community Centre, Cnr Ashwin Parade & South Road.

Book **HERE** 

For more information, contact Jen Cousins on 0411440134 or email: jennifer.cousins@tafesa.edu.au

Event for Parents and Guardians on March 20th

ellhyundai.com.au | Web: www.stillwellhyundai.com.au





2016 CDAA National Conference

Wednesday, 25th to Friday, 27th May, 2016 - Sofitel Melbourne on Collins, Melbourne, Victoria

The Career Development Association of Australia (CDAA) Conference Organising Committee is pleased to announce that the Conference Program is now available to download for the 2016 CDAA National Conference. For more information: http://cdaaconference.com.au/

#### WØRLD ECONOMIC FORUM

### The 19 most in-demand jobs for 2016

Click **HERE** to see what they are and more detail about them!

These occupations have the largest gap between job openings and hires. All of them typically require a college degree:

Web developer

Accountant or auditor

Registered nurse

Speech-language pathologist

Network and computer systems administrator

Occupational therapist

Physical therapist

Computer-systems analyst

Mechanical engineer

Information security analyst

Medical and health services manager

Software developer, applications

Human-resources manager

Sales manager

Financial manager

Pharmacist

Marketing manager

Computer and information systems manager

### Top 10 skills

ECONOMIC FORUM in 2015

WØRLD

- Complex Problem Solving
- Critical Thinking

- Emotional Intelligence

- Negotiation

- Complex Problem Solving
- Coordinating with Others
- People Management
- Critical Thinking Negotiation
- Quality Control
- Service Orientation
- Judgment and Decision Making
- Active Listening
- Creativity

REMEMBER, this is from the World Economic Forum!

For Australian data, go to the Labour Market information Portal:



LABOUR MARKET INFORMATION PORTAL

Click on "Labor Force Region" to narrow down the data set you want to look at!

> Australian Jobs 2015 is another great data source from the Australian Government's Department for Employment. Click **HERE** for the pdf document to download.





- People Management
- Coordinating with Others
- Judgment and Decision Making
- Service Orientation
- Cognitive Flexibility



Source: Future of Jobs Report, World Economic Forum

**W**ork Ready





1800 506 266

Training &

**Apprenticeships** 

For employers

For training

www.skills.sa.gov.au

# Northern Economic Plan

**Click HERE** 







# The Good Universities

As you may have noticed, the Job Guide website has been permanently taken offline from, Friday 12 February 2016.

Please be advised that all Job Guide information and data can still be accessed on The Good Universities Guide website.

You can begin your search for occupations by clicking on the 'Careers' tab. All occupational data is linked to career information and relevant courses. Click **HERE** for the website.





See the newsletter **HERE** 

It includes: Demand for Flinders courses in 2016, Schools Key Diary Dates, Schools Professional Development Day, Flinders University Schools Open Day | Friday 12th August, Extension Studies, What can Flinders provide your School?, Student Hub and Fringe Tix and Flinders in the News





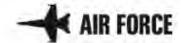
Australian STEM Video Game Challenge, are excited to announce that the 2016 Australian STEM Video Game Challenge will run from Sunday 3 April - Friday 19 August 2016!

Registration will be open from Sunday 3 April - Friday 3 June 2016, with the game submission period taking Click **HERE** for more information place from 7-19 August inclusive.

## \_ NAVY







Partnership Manager, has sent details of the ADF Career **Program** for 2016. This year, each school will be responsible to get their students through "the Mission" and send to Reg, as well as getting students to & from any venues throughout the year. He has

Reg Dennis, our Learning Improvement Division DECD, Business

provided me with the following documents, which I can email to you - please let me know asap if you would like them:

**2016 ADFCP - Schedule.** This gives a timeline of the program for this year.

2016 ADFCP - Application. Provides information on the program, collects information required for program participation, obtains consent.

**ADFCP Application** - **Mission**. This is an activity that students should do to show they have a real interest in ADF Careers and will be handy to submit as a part of their PLP port folio.

ADFCP Student and Schools. This is a simple spread sheet used to manage students in the program. For now all you have to worry about are the "Coms", "BaseInfo" and "Application" tabs.

There will be other resources relating to the Induction and PLP once applicants have been selected. Please save all resources sent in a folder marked ADFCP or similar.

Entering Spread sheet data:

Enter "BaseInfo" data first as this will populate student data on all other pages, to prevent repetition. This data must be complete as it is required for student access to any military establishments.

Complete the "Coms" tab next, including basic partnership school info. The "Application" tab helps you track which students have submitted applications and mission statements.

Please contact Reg on 0428 011 101 or Reg.Dennis@sa.gov.au with any questions. He looks forward to meeting you and your students throughout the year!

#### UniSA Update

The latest career events, news and admissions advice for career advisers and teachers.

CELEBRATING University of

Click **HERE** to view the UniSA Update

Careers and university information sessions, providing a wide range of services for schools Key dates for 2016...including upcoming events!

Planning this year? Our support and information will help guide your students through the stages of selfdiscovery, program/career selection, the transition from school to university and admission processes.

Student Liaison Team including presentations at your school, click HERE

Services for schools brochure download, click HERE







## WebVET...

Every trainer should have a login for your class.

If you don't or do not understand how to use the system, contact Bev Roy or Heather Bitter **Bev.Roy301@schools.sa.edu.au heather.bitter647@schools.sa.edu.au** 

**Every trainer** should have marked attendance in the system for the orientation day and the next 2 weeks.

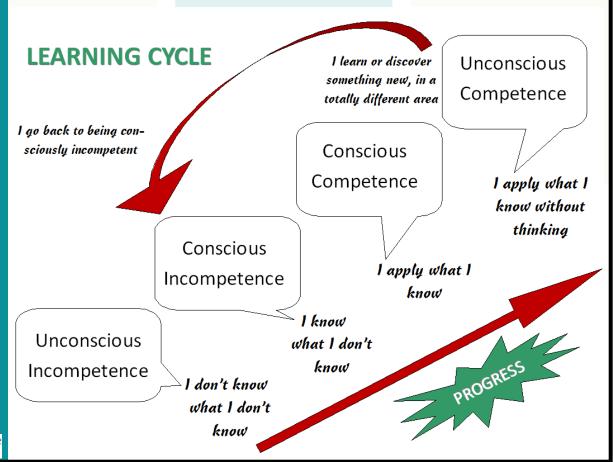
Remember if the orientation day was different to that marked in the system, you can right click on a box and add a comment (then copy paste this for each student as appropriate). WebVET dates were created from the proforma sent in last year! For verification purposes, it is essential you never mark a student present on a day they were absent, even if they do a 'catch up' on another day. Use the right click/comment, to explain the absence/catch up as required.

**Attendance** must be marked in the system by 10am on any training day so home schools can log in and check students are there...and follow up if required.

Every student who has attended, should now have at least one **competency** (more if you are clustering delivery), marked under the competency tab as "**commenced**".

If no competency has commenced yet...why???

Some schools will be doing an **attendance and competency progress** check during week 6, so as NEXT week is week 5, I strongly recommend you ensure all competency commencements/completions, are accurate. Schools can only back up your training if they know of any concerns you have - **early communication** is advised to gain support for students in your training.









Quality pedagogy PD which NASSA advocates for all trainers to attend in 2016

At THIS LINK (Click), you will see the information & application forms for the 2016 Hawker Brownlow conference at the Hilton in Adelaide on May 24-25th. Even if you can only attend one day, we strongly advocate that you consider attending this hugely worthwhile PD. Following the successful DSDWorking Together project in 2015, one presenter in particular, Dr Susan Brookhart, has sessions around the Assessment for Learning principles.

Picture of competence Feedback Questioning Self Assessment Peer assessment

NASSSA is not holding it'ss traditional Common Closure Day in June, but is advocating schools & RTOs send staff instead, to the Hawker Brownlow Thinking & Learning Conference. If you are a teacher trainer attending, we request you attend your sessions with an open mind as to how the learning can translate to practice for your VET class.

For RTO trainers & supervisors, this is a PD opportunity to help you understand & create improved pedagogy for your VET delivery. Our students will achieve far more as you reflect on the training activities you undertake and work to improve them every year to engage, intrigue & inspire our young people to be powerful learners.

If you register to attend, you can receive a discounted rate as a part of NASSSA - please contact me to ascertain how to do this.

As we enter the phase of renewing MOUfor 2017 during term 2, we will consider highly, those RTOs who support their trainer(s) to improve and share best practice.

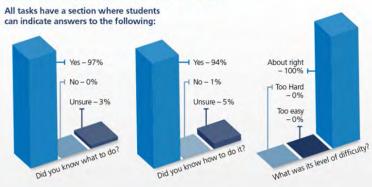
Please consider this opportunity for world renowned, Professional Development, in Adelaide.

...or helping students aim for "outcome understanding"

How did you give students a "picture of competence" in the task you were delivering last training day?

Skill development can occur in a range of ways....progressive parts towards the full skill, or just going for the whole skill right from the start.

# Picture of Competence STUDENT FEEDBACK ON



A good way to give students the "picture" of what they will be doing, is a "whole-part-whole" method. Show them what the end product will "look" like. Then break it down to parts to practice, and develop skill...then join these well practiced parts together, until they are effective...remember practice does not necessarily make perfect, but perfect- practice makes perfect! ie if students practice skills incorrectly, without feedback, questioning and understanding, then they are practising the WRONG thing. With your support, they can practice parts/elements correctly, and through achieving that, have more chance of putting the whole skill (or ultimately, the competency) together.

Look at the diagram above...if your students were asked those questions after an activity in the last class...how would they have answered? Perhaps try it with them eg a voting system where they drop a pop-stick in a cup labelled as in the diagram...it will help you get a "feel" as to how the whole group progressed through the task.



How are you providing a picture of what competence 'looks' like?



FY1...

We will be running **NASSSA VET Awards** again this year. Whilst the final application form is to be finalised, the trainers will select their class awardee and scaffold the student through the writing process (please do not write it for them, but support them in the process).

We will be *supporting* you to make **industry connections** - preferrably at least one very strong connection relevant to your course (some have this already). I am very happy to help assist with this as we want our vocational training strongly linked to business & industry (refer to next page as a conversation-starter.

We will be entering the Australian Training Awards again this year.

Application process has changed a little & we have learnt a great deal from our first experience to tell our story even better!

The aspects they will want us to explain are:

Number of key partners involved in your collaboration

Number of VET programmes offered through your collaboration

*Number of students enrolled in the VET programmes* 

Number of VET students that have transitioned into further education or training (in the year previous to this award)

Number of VET students that have transitioned to employment

(in the year previous to this award)

Length of time your collaboration has been operational (years)

Criterion 1: Leading practice in vocational education and training

Criterion 2: Strategic planning processes

**Criterion 3: Student and staff focus** 

Criterion 4: Employer and community focus

#### Can you help us?



You, as a trainer, can assist us, by keeping track of your students from last year as to their industry involvement now - are they in an ASbA, an apprenticeship or further training or work or in a related field? Also making solid industry connections with our support, to enhance opportunities so that our next generation of young people are powerful, contributing members of our society.

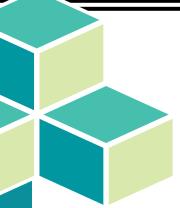
Our students have given schools photo release and only for our work around pathways, can we take photos in training. I will attempt to visit every group throughout the year to visually document training. If you plan to have an industry visit/placement opportunity/special function, where there is a photo opportunity, please let me know sand I will make every effort to come & photograph. These may also be useful in thanking industry partners toward the end of the year as well.

# The Funology of Engagement (Webinar)



A flyer about this webinar is attached...also click **HERE** for to Register.





# NASSA

#### TOGETHER FOR QUALITY EDUCATION. QUALITY FUTURES

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#### Ways Industry can work with Schools...

#### Mentoring & counselling advice

- Contribute by mentoring teachers
- Provide individual or small team mentorship by your business to students
- Support young people

#### **Tours & Vocational Learning Experiences**

• Provide on-site tours of your industry to small groups of students or teachers

#### Partnership activities

- Provide guidance on industry specific trends
- Suggest/help develop projects for school students
- Be an ambassador to other industry / businesses regarding benefits of school links

#### Sponsorship or 'in kind' opportunities

- Support professional development programs for teachers
- Provide award for outstanding or disadvantaged student in the field
- Provide student course award winner with a placement experience

#### **Expertise, Knowledge or Other Opportunities**

- Introduce teachers to work environments
- Provide opportunities for teachers to develop or refine relevant skills
- Critique/assessment of programs developed by the school &/or projects of students
- Enhance your staff development through involving junior staff ( if interested)
- Provide guest speakers on various aspects, including employability, skills/trades, training etc
- Participate in panels for 'mock job interviews' for students
- Provide advice on facilities upgrades, equipment purchases and layout/setup of teaching/training areas in the school
- Advise career counsellors in schools of your industry's requirements of employees
- Co-curriculum plan with teachers enabling the real world in the classroom
- Co-deliver curriculum with teachers in classrooms, training facilities or in the workplace

Let schools know how they can support you and your business!



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SCHOOL PATHWAYS TO VET AWARD www.australiantrainingawards.gov.au





#### Australian Government

#### Australian Skills Quality Authority



As part of its commitment to provide guidance and information for the regulated community, the Australian Skills Quality Authority (ASQA) will be hosting a briefing session for training providers around Australia. In Adelaide choose from •Tuesday, 3 May •Wednesday, 4 May •Tuesday, 10 May. The sessions will cover a range of topics including trends in compliance. Information HERE. Bookings HERE



For any schools with qualified students planning to use TGSS: if Training Prospects do not receive the Form A and signed Form B's by the 4th of March, Semester 1 students without these forms will be invoiced as fee for service.



TAFE have alerted us to a short-course selection of offerings - click

There is also an introduction to Interior decoration course on offer at Tonsley TAFE campus in Term 2 & Term 3, 2016. If you have students that may be interested in undertaking this program, or for general information about the course, please contact Debra Horgan on (08) 8207 2866 or email Debra. Horgan@tafesa.edu.au.

This course is 14 weeks, 2 hours per week, Tuesdays 4-6pm for \$730 (school students only) or look HERE. Alternatively click HERE for information on a similar evening course (3 hpw/8 weeks, Wednesdays 6-9pm, for \$350.



**DES meets VET** • Thursday 3rd March 2016 at

TAFE SA Tonsley Campus from 1.30-4.30pm

• For VET Practitioners, DES Provider Staff/ National Disability Coordination Officer Programme Employment Consultants, Foundation Skills Lecturers, Student/Learner Services, VET

Coordinators, Career Counsellors, and VET in Schools Providers

• The aim of the session is to provide an opportunity for Disability Employment Services and Vocational Education and Training Providers to come together to develop a better understanding of each other's business, clarify ways in which to work more effectively and explore opportunities for future collaboration. It is free to attend. Click **HERE** to register



#### **DISABILITY TRANSITION NETWORK SESSIONS**

- for Teachers, Special Education Teachers, Support Officers, VET Coordinators, Learning Coordinators National Disability Coordination Officer Programme and Careers Advisers

The North session will be at - UniSA Mawson Lakes, Thursday 10th March 3.30-5.00pm RSVP: ndcosa@gmail.com or text: 0411 440 134 - Please state your name, email and "North" as the session you will be attending.



Click **HERE** to download VET Network's annual PD calendar



Discussion on the National RTO Network Linkedin page...BEWARE any RTOs wanting to charge for Qualification verification! There may be a charge for re-issue (admin time to do this). However, the qualification itself is reliable & the USI system will ensure (in theory) that students can't be charged a fee to prove competence...because they already are! Remember rules of currency etc may mean some additional training in future, particularly if qualifications are updated end competencies are introduced which are no longer equivalent.









#### TAE40110

# Certificate IV in Training & Assessment

## (for registered teachers)

Contact: Liz Britton

Business & Client Relationships Consultant A Level 4, 144 North Terrace, Adelaide SA 5000

T 08 8410 2627 F 08 8410 0301

E liz@asctraining.com.au www.asctraining.com.au

# Upgrade from TAA40104 to TAE40110

Paper based pathway to upgrade from TAA40104 to TAE40110.

Investment \$190.00

## Upgrade from BSZ40198 to TAE40110

 $1\ \%$  day upgrade course to move from BSZ40198 to TAE40110.

Investment \$540.00

## Full Certificate IV in Training and Assessment

2 day course for teachers who do not hold any VET trainer qualification.

Investment \$745.00



#### VISA Agreements with TAFE SA

School students studying VET in Schools under a VISA Schedule will be required to register themselves online through the MyTAFE portal for studies for 2016. Part of this registration process will require that students provide their USI (Unique Student Identifier – that they obtain online from the Australian Governments USI Webpage

https://www.usi.gov.au/students). A video, powerpoint and instruction sheets are in the final stages of being developed now and will be available online through the TAFE SA Webpage: http://www.tafesa.edu.au/apply-enrol/how-to-apply/secondary-school-courses

Please remember that delivery for VET under a VISA Schedule cannot commence until the Agreement Documentation has been approved and signed off.

#### **Resulting Timeframes for 2016**

Results for VET courses studied in schools must be verified by TAFE SA before provided to SACE as part of a student's academic record. In order to ensure TAFE SA and schools to meet the SACE reporting deadlines schools will need to ensure all Term 1 and 2 results are provided to TAFE SA by July 1 2016 and all Term 3 & 4 results are provided to TAFE SA by November 25 2016. This will ensure that schools have enough time to provide verified results to The SACE Board. Please ensure you have these diarised now! The SACE Board have listed 5 December as the VET results date. [NB this is separate to our NASSSA MOU arrangements with our direct TAFE providers who will ensure resulting is as per our MOU! If you have a teacher auspice arrangement with TAFE, the above mentioned timeline is final - I can only strongly suggest that you get your resulting in EARLIER than the stated date for auspiced courses]

#### Career Events for 2016

Many schools often ask TAFE SA to come and talk to their students about what TAFE SA has to offer them. To have someone speak to your students at a Career Event or Expo then book early so as not to be disappointed. Bookings can be made through the Events for School Students page of the TAFE SA Webpage: <a href="http://www.tafesa.edu.au/apply-enrol/how-to-apply/secondary-school-courses/events-registration">http://www.tafesa.edu.au/apply-enrol/how-to-apply/secondary-school-courses/events-registration</a>

#### Save the Date - VISA Preparedness Training 2016

TAFE SA will be conducting a Professional Development session on preparing yourself for the delivery of VET courses under a VISA Schedule for 2016.

An online session will be conducted on Thursday 7th April from 2pm – 4pm so block this out in your calendars now – more details to come soon!



Heather

Mobile/Work0418855460 Email: heather.bitter647@schools.sa.edu.au

Department for Education and Child Development