APPENDICES
The Aboriginal translation in the Gumbaynggirr language is:

*Tail – lots*
# Appendix A: Membership of the Review Reference Group

<table>
<thead>
<tr>
<th>Name</th>
<th>Position and Organization</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dr Alan Laughlin</td>
<td>Deputy Director-General, NSW Department of Education and Training</td>
</tr>
<tr>
<td>Charles Davison</td>
<td>President, NSW Aboriginal Education Consultative Group Incorporated</td>
</tr>
<tr>
<td>Chris Bonnor</td>
<td>President, Secondary Principals Council, Principal, Davidson High School</td>
</tr>
<tr>
<td>Sharryn Brownlee</td>
<td>President, Federation of Parents and Citizens Associations of NSW</td>
</tr>
<tr>
<td>Louise Bye</td>
<td>Coordinator, Schools, Aboriginal Programs Unit, NSW Department of Education and Training</td>
</tr>
<tr>
<td>Andrew Cappie-Wood</td>
<td>Managing Director, TAFE NSW, Director-General, NSW Department of Education and Training</td>
</tr>
<tr>
<td>Lindon Coombes</td>
<td>Senior Policy Advisor, Office of the Deputy Premier, Minister for Education and Training and Minister for Aboriginal Affairs</td>
</tr>
<tr>
<td>Terry Denzil</td>
<td>Local Member, NSW Aboriginal Education Consultative Group Incorporated</td>
</tr>
<tr>
<td>Dennis Dunkley</td>
<td>Chief Finance Officer, NSW Department of Education and Training</td>
</tr>
<tr>
<td>Dave Ella</td>
<td>Vice-President, NSW Aboriginal Education Consultative Group Incorporated</td>
</tr>
<tr>
<td>Charline Emzin-Boyd</td>
<td>Aboriginal Education Coordinator, NSW Teachers Federation</td>
</tr>
<tr>
<td>Ros Field</td>
<td>Indigenous Education Manager, Department of Education, Science and Training</td>
</tr>
<tr>
<td>Denis Fitzgerald</td>
<td>Director Equity Programs, NSW Department of Education and Training</td>
</tr>
<tr>
<td>Brian Giles-Brown</td>
<td>Primary Principals Association representative, Principal, Moruya Public School</td>
</tr>
<tr>
<td>Name</td>
<td>Position</td>
</tr>
<tr>
<td>-------------------------</td>
<td>--------------------------------------------------------------------------</td>
</tr>
</tbody>
</table>
| Pam Gill                | AITAC, NSW Representative  
NSW Department of Education and Training   |
| Steve Gordon            | Commissioner  
ATSIS   |
| Barry Johnson           | Deputy State Manager  
ATSIS   |
| Phil Lambert            | Regional Director  
Sydney Region  
NSW Department of Education and Training   |
| Danny Lester            | Coordinator, VET Services (TAFE NSW)  
Aboriginal Programs Unit  
NSW Department of Education and Training   |
| Kevin Lowe              | Chief Education Officer  
Aboriginal Curriculum Unit  
NSW Board of Studies   |
| Jan McClelland          | Managing Director, TAFE NSW  
Director-General, NSW Department of Education and Training  
(.until January 2004)  |
| Carol McDiarmid         | Regional Director Western Region  
NSW Department of Education and Training   |
| Ray McMinn              | Regional President  
NSW Aboriginal Education Consultative Group Incorporated   |
| Will Mead               | Principal  
Griffith High School   |
| Professor Bob Meyenn    | Dean  
Faculty of Education  
Charles Sturt University   |
| Katrina Morgan (nee Vincent) | Senior Coordinator  
Aboriginal Community Programs  
NSW Department of Education and Training   |
| Marie Persson           | Director  
Sydney Institute of Technology   |
| Brent Riley             | Policy Administrative Support  
ATSIS   |
| Lynette Riley-Mundine   | Manager Aboriginal Programs  
NSW Department of Education and Training   |
## Appendix B: Membership of the Review Secretariat

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>From Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alan Pratt</td>
<td>Executive Officer</td>
<td>from July 2003</td>
</tr>
<tr>
<td>Gloria Provest</td>
<td>Senior Project Officer</td>
<td>from July 2003</td>
</tr>
<tr>
<td>Rosemary Livingstone</td>
<td>Senior Project Officer</td>
<td>from July 2003</td>
</tr>
<tr>
<td>Louise Bye</td>
<td>Senior Project Officer</td>
<td>P/T from August 2003, F/T from May 2004</td>
</tr>
<tr>
<td>Lynette Bolt</td>
<td>Administrative Assistant</td>
<td>from August 2003</td>
</tr>
<tr>
<td>Cindy Berwick</td>
<td>Senior Project Officer</td>
<td>from August 2003</td>
</tr>
<tr>
<td>Bill Muir</td>
<td>Submission coding</td>
<td>P/T from September 2003</td>
</tr>
<tr>
<td>Barry Barnes</td>
<td>Data Management</td>
<td>P/T from October 2003, F/T from January 2004</td>
</tr>
<tr>
<td>Anne McKay</td>
<td>Administrative Assistant</td>
<td>from January 2004</td>
</tr>
<tr>
<td>Anne-Marie Mulder</td>
<td>Administrative Assistant</td>
<td>from March 2004</td>
</tr>
<tr>
<td>Sharon Grose</td>
<td>Senior Project Officer</td>
<td>P/T from November 2003, F/T from May 2004</td>
</tr>
<tr>
<td>Doug Cole</td>
<td>R/Executive Officer</td>
<td>from April 2004</td>
</tr>
<tr>
<td>Ray Mead</td>
<td>R/Executive Officer</td>
<td>from April 2004</td>
</tr>
<tr>
<td>Joanne Jackson</td>
<td>Administrative Assistant</td>
<td>from May 2004</td>
</tr>
<tr>
<td>Marilyn Walker</td>
<td>Office Manager</td>
<td>from June 2004</td>
</tr>
</tbody>
</table>
Appendix C: Review Reference Group Meetings

DIRECTOR-GENERAL’S ABORIGINAL EDUCATION AND TRAINING ADVISORY GROUP (DGAETAG) – AUGUST MEETING

Annexe to the William Wilkins Gallery
Level 7, 35 Bridge Street
9.00 am – 12.30 pm
Wednesday, 20 August 2003

AGENDA

Welcome to Country – Lynette Riley-Mundine

1. Introductions and Apologies
   Alan Laughlin Depute Director-General
   (Schools)

2. The Review of Aboriginal Education
   Jan McClelland Introductory comments
   Charles Davison Director-General
   Maree O’Halloran President, NSW AECG Inc

3. The proposed scope of the Review and
   Review methodology, including:
   Denis Fitzgerald
   • Terms of Reference (Paper 3.1)
   • The consultation process (Paper 3.2)
   • The submission process (Paper 3.3)
   • Field trips (Paper 3.4)
   • Role of Review Reference Group (Paper 3.5)

4. Comments and discussion from Review members.
   Morning Tea

5. Performance data Chris Carroll
   R/Director SASAD

6. Confirmation of responsibilities

7. General business

8. Timetable of future meetings and working parties
   Lunch
AGENDA

Acknowledgement of Country

9.00 Introductions and Apologies Dr Laughlin
  Deputy Director-General
  (Schools)

9.05 Introductory Comments The Hon Andrew
  Refshauge
  Deputy Premier
  Minister for Education
  and Training
  Minister for Aboriginal
  Affairs

9.20 Matters arising from the Minutes Dr Laughlin
  - Minutes of the 20 August 2003 Meeting

9.30 The Literature Critique Professor John Lester
  - Themes emerging from the Literature Critique
    (Prepared by Strategic Research Directorate)
    - Proposed research focus – Professor Lester
    - Proposed Discussion Paper – to precede Field Trips

10.00 Programs and Outcomes relating to Aboriginal
  People in NSW Denis Fitzgerald
  - Issues emerging from NSW Premier’s Department report – March 2003
  - Issues emerging from parallel research and planning

  Morning Tea

10.45 Consultation Charles Davison
  - A proposed methodology
  - Media strategy, media release
  - The web site
11.15  Submissions  
- A proposed methodology

11.45  Field Trips  
- Planning

12.15  Working Parties  
- Confirm and schedule meetings
- Data Working Party
- Personnel Working Party
- Curriculum and Pedagogy Working Party

12.25  General Business  
- Report on Consultants’ Workshop
- Proposed workshop for Aboriginal Development Managers
- Early Childhood issues
- Date of next meeting(s)

Luncheon
AGENDA

Acknowledgement of Country

9.00 Introductions and Apologies Dr Laughlin
   Deputy Director-General
   (Schools)

9.05 Matters arising from the Minutes Dr Laughlin
   - Minutes of the 19 September 2003 Meeting

9.15 Revised Terms of Reference for the Review Dr Laughlin
   - The Minister’s Media Release

9.30 Status Report on Review Processes Executive Officer
   Proposed strategies:
   Attendance Alan Pratt
   Suspension Alan Pratt
   Performance Data Group
   Liaison with other planning processes Denis Fitzgerald
   Rosemary Livingstone
   Proposed research
   AEP. John Lester
   Districts Alan Pratt
   Schools Alan Pratt
   TAFE NSW Marie Persson

10.45 “Dare to Lead” – Status Report Denis Fitzgerald
    Brian Giles-Brown

Morning Tea

11.10 Reports from:
   - Field Trips Charles Davison
   - Personnel Issues Gloria Provest
   - Data Working Party Cindy Berwick
   - Early Childhood Rosemary Livingstone
   - Review of the APU Alan Pratt
   - Submissions Rosemary Livingstone
   - Review Activities (November) Alan Pratt
12.25 Date of November Meeting Dr Laughlin
12.30 Luncheon

ATTACHMENTS

1. Minutes of the Meeting of 9 September 2003
2. Proposed Revised Terms of Reference
4. Review Status Report
5. List of consultations undertaken:
   – Letter inviting consultation with Peak Groups
6. Issues arising from formal submissions:
   – Media strategy to invite submissions
7. Attendance – proposed data collection
8. Suspensions – proposed data collection
9. Performance data – Data Committee
10. Liaison with other planning processes
11. Research proposal – Professor Lester
12. Survey proposal – Districts
13. Survey proposal – Schools
14. Status Report – Dare to Lead
15. Field Trips – Western Sydney Field Trip (Overview)
19. Review of the APU – overview
AGENDA

Acknowledgement of Country

9.00 Introductions and Apologies Dr Laughlin
Deputy Director-General
(Schools)

9.05 The Hon. Andrew Reshauge, Deputy-Premier, Minister for Aboriginal Affairs, Minister for Education and Training will attend the meeting until 10.30 am.

Review Strategies — the main strategies used in the review.

Charles Davison
Denis Fitzgerald

“Indigenous Profile” — issues emerging from the Profile Alan Pratt

Addressing the Terms of Reference:

Attendance
- Case studies and audit of attendance in schools in Term 1, 2004
- Examples of a District initiatives - case studies

Suspension
- Case studies
- Comparison with data collected until mid-2002

Performance Data
- Data in Indigenous Profile
- Data collected in field trips

Field Trips/Case Studies
- Field trips – issues emerging
  Charles/Alan/Sharon
- Addressing Case Studies Cindy

Submissions
- Numbers collected, issues emerging Rosemary
Research and literature
- Academic Reference Group: John Lester
- Other reports studied: Bill Muir

Working Parties – Status reports
- Curriculum and Pedagogy: Louise/Sharon
- Early Childhood: Rosemary
- Data: Cindy
- Personnel: Gloria

10.30 Ms Jody Broun, Director General, Department of Aboriginal Affairs will address the meeting about the Aboriginal Affairs Plan and Partnership Agreement.

Morning Tea

11.15 Workshop meetings:

*What issues are emerging from the work of the working parties?*

- Personnel Issues: Gloria Provest
- Data Working Party: Cindy Berwick/Alan
- Early Childhood: Rosemary Livingstone
- Curriculum and Pedagogy: Louise/Sharon

*Reporting back – one reporter per group to outline issues discussed.*

12.20 Field trip program – 2004: Cindy Berwick

12.25 Dates of meetings for 2004: Dr Laughlin

12.31 Luncheon
AGENDA

Acknowledgement of Country

9:30   Introductions and Apologies   (Dr) Alan Laughlin
       Deputy Director-General
       Teaching and Learning

9:35   Review Progress since December
       Alan Pratt
       Executive Officer
       Targets for Term One, 2004

10:00  The Role of ACE in delivering quality
       Programs to Aboriginal Learners
       Amanda Moore
       Director, Adult and
       Community
       Education

10:15  Early Childhood Working Group
       Co-presenters
       Sharon Perkins,
       A/Director, Early Childhood
       and Primary     Education
       Robyn Dundas, A&TSI
       Early Childhood Sector
       Advisory Group

10:30  Submission: The NSW Board of Studies
       Kevin Lowe
       Chief Education Officer
       Aboriginal Curriculum Unit
       NSW Board of Studies

10:45  Academic Reference Group Report
       Prof. John Lester
       Head of School and
       Director of Umulliko
       University of Newcastle

11:00  Cabinet meeting on Aboriginal Affairs
       (Dr) Phil Lambert
       Regional Director
       Teaching and Learning

11:10  Update on submissions received
       Bill Muir
       Secretariat
11.20 Field trips – Status Report

Cindy Berwick
Secretariat

11.30 Progressing the review – Plans for
Review Reference Group Meeting #6

Alan Laughlin and
Charles Davison
President, NSW AECG

11:40 Morning tea at the conclusion of the meeting.
Following the completion of the series of field trips, the Secretariat met with members of the Review Reference Group who had served on field trip teams to identify the key issues emerging from the data collected.

The process of considering the contents of the field trip notes was undertaken over three days. Dr Barry Barnes facilitated the program, which identified key issues or themes that were then further developed in Chapter 3 of the Report.
**REVIEW REFERENCE GROUP MEETING**

Tuesday, 30 March 2004, 08:45 – 16:50  
Rooms 2038 & 2039 – Conservatorium High School  
Macquarie Street (Top of Bridge Street – enter through Government House Gates)  
Sydney 2000  

**AGENDA**

*Acknowledgement of Country*

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
<th>Speaker/Contact Information</th>
</tr>
</thead>
</table>
| 08:45 – 10:30 | Welcome and Apologies    | (Dr) Alan Laughlin  
Deputy Director-General  
Teaching and Learning  
Prof. John Lester  
Head of School and Director of  
Umulliko University of Newcastle |
|              | Session 1                |                                                                  |
|              | Academic Reference Group |                                                                  |
|              | Presentation of papers and discussion |                                                                  |
| 10:30 – 10:50 | Morning Tea              |                                                                  |
| 10:50 – 11:20 | Session 2                | Marty Burgess  
Director Padstow Campus |
|              | TAFE NSW Overview        |                                                                  |
|              | Presentation and discussion |                                                                  |
| 11:20 – 12:50 | Curriculum & Pedagogy    | Louise Bye  
Secretariat  
Gloria Provest  
Secretariat |
|              | Personnel Working Groups |                                                                  |
|              | Status report and discussion |                                                                  |
| 12:50 – 13:30 | Lunch                    |                                                                  |
| 13:30 – 14:00 | Session 3                | Rosemary Livingstone  
Secretariat  
Sharon Perkins  
A/Director, Early Childhood and  
Primary Education  
(Dr) Barry Barnes  
Secretariat |
|              | Early Childhood Working Group and  
DET Early Childhood Unit |                                                                  |
|              | Panel and discussion     |                                                                  |
| 14:00 – 15:30 | Secretariat Briefing     |                                                                  |
|              | An approach to best using field trip data |                                                                  |
| 15:30 – 15:50 | Afternoon Tea            |                                                                  |
| 15:50 – 16:50 | Session 4                | (Dr) Alan Laughlin  
Charles Davison  
President, NSW AECG |
|              | Board of Management      |                                                                  |
REVIEW REFERENCE GROUP MEETING

Tuesday, 18 May 2004
14:00 – 16:15
William Wilkins Annexe
Level 7, Bridge Street, Sydney

AGENDA

Acknowledgement of Country
Welcome and purpose of meeting
Charles Davison
President NSW AECG Inc

14:00—15:15 Session 1

1.1 Emerging Themes
PowerPoint presentation and discussion
(Dr) Alan Laughlin
Deputy Director-General, Futures
&
Charles Davison
President NSW AECG Inc

1.2 Structure of the Report
PowerPoint presentation
Ray Mead
A/Executive Officer
AER Secretariat

15:15—15:30 Afternoon Tea

15:30—16:15 Session 2

2.1 Changes to Commonwealth Funding Priorities
Implications for Aboriginal Education in NSW
Ros Field
Director, Indigenous Education Unit
Department of Education, Science and Training
AGENDA

1.00 pm  Acknowledgement of Country  Charles Davison
          President
          NSW AECG Inc

1.05 pm  Welcome, Introduction  Dr Alan Laughlin
          Deputy Director-
          General

1.15 pm  Presentation  Dr Alan Laughlin
          Deputy Director-
          General

1.45 pm  Discussion around Recommendations related to Themes:
          • Policy and Planning
          • Quality Teaching and Learning
          • Partnerships
          • Community Capacity Building
          • Leadership and Accountability
          • Identity
          • Aboriginal Cultural Knowledge
          • Aboriginal Students

3.30 pm.  Plenary
AGENDA

This meeting was an extension of the meeting of 27 July and addressed the proposed Recommendations of the Report.

9.00 am  
*Acknowledgement of Country*  
Charles Davison  
President  
NSW AECG Inc

9.05 am  
*Welcome, Introduction*  
Dr Alan Laughlin  
Deputy Director-General

9.15 am  
*Presentation*  
Dr Alan Laughlin  
Deputy Director-General

10.30 am  
*Morning Tea*

10.45 pm  
*Discussion around Recommendations related to Themes:*
  - Policy and Planning
  - Quality Teaching and Learning
  - Partnerships
  - Community Capacity Building
  - Leadership and Accountability
  - Identity
  - Aboriginal Cultural Knowledge
  - Aboriginal Students

1.30 pm  
*Lunch*
2.00pm  Clarification of the outcomes of the meeting and further actions  Dr Alan Laughlin  Deputy Director General

3.00 pm  Closure of Meeting
Appendix D: Consultations with Key Groups

Aboriginal Education Council Conference
Aboriginal Education Reference Group – Primary Principals Association
Aboriginal Education Reference Group – Secondary Principals Council
Aboriginal Health & Medical Research Council
Aboriginal Medical Service, Walgett
Aboriginal Principals
Aboriginal School Principals Meeting
Aboriginal Studies Association – at Annual Conference
Aboriginal Teachers Reference Group – NSW
Access and General Education Curriculum Centre
ACLO Meeting
Adult and Community Education Department
AEA – Network Meeting
AEVETI, Carol Crennan and David Gould, AECG – State Executive and Regional Reps at Pittwater, Newcastle
Catholic Education Commission, NSW
CEOs Riverina, North Coast and North West
CEOs School Improvement – Riverina and South Coast
CEOs School Improvement – Western Sydney
CEOs School Improvement – Western Team
CEO, VET in Schools Directorate
Corrective Services - Adult Education and Vocational Training Department
DET – Chief Finance Officer
DET – Child Protection Directorate, Director
DET – Corporate Staffing, Director
DET – District Superintendents
DET – Early Childhood, Relieving Manager
DET – Equity, Manager
DET – Industry Programs Directorate
DET – Information Warehouse, Manager
DET – Juvenile Justice Centres, Principals of Schools
DET – Literacy Consultants Conference
DET – Personnel, Director
DET – Personnel Services, Manager
DET – Public Relations, Manager
DET – Research, Student Assessment School Accountability, Manager
DET – Residential Conference, AERTS and their Principals
DET – Schools – Field Staff, Consultants, ACLOs, ASLOs
DET – School Safety and Security, Manager and CEO
DET – State Office, Directors and Managers
DET – Strategic Information Directorate, Acting Director
DET – Strategic Research, Director
DET – Student Assessment School Accountability, Acting Director
DET – Student Service and Equity, District SEO2s
DET – VET in Schools Directorate, Director
DET – Website, Manager
Dharriwaa Elders Group, Walgett
Inner City Local AECG (Marrickville HS)
NSW AECG Inc. State Committee Meeting, Newcastle
NSW AECG Inc. – State Executive, Regional Presidents and Regional Representatives – Newport, Sydney
NSW AECG Inc. – State Network
NSW Federation of P & Cs – President and Executive
NSW Independent Education Union
NSW Teachers Federation, Inner City Branch
NSW Tourism, Sport and Recreation, Bill Healey
NSW Vocational Education and Training Board
OTEN – Director and staff
OTEN Workshop with teachers of Certificate III Diploma in Aboriginal Studies
Outreach staff re Corrective Services and Juvenile Justice Centres
Public Education Council
TAFE NSW Central West Planning Workshop, Dubbo
TAFE NSW Commission Board
TAFE NSW Focus Group on Curriculum and Pedagogy
TAFE NSW North Sydney – School Regional Director and TAFE NSW College Director
TAFE NSW South Western Sydney Planning Workshop
TAFE NSW – Equity Managers
TAFE NSW – Field Staff – ADMs Residential Conference and two Regional Conferences
TAFE NSW – Institute Directors – 2 meetings
TAFE NSW – Teachers of Certificate III Diploma in Aboriginal Studies
Appendix E: List of Submission Contributors

Aboriginal Children's Advancement Society, Frank Gorrel
Aboriginal Communities in South-Western NSW, Rob Healy
Aboriginal Education Council (NSW) Inc
Aboriginal Student Support and Parent Awareness Program, Cynthia Briggs
Adult & Community Education, North Coast, Principal, Jim Nicholls
Adult Education Vocational Training Institute
AEC Conference, Parent
AECG Hawkesbury, Da Murrytoola, Melissa Stubbings
AECG Inc, NSW, Charles Davison
AECG Inc, NSW, Ron Jackson
AECG, Griffith
AECG, Lower North Coast, President, Denise Williams
AECG, Metropolitan East Regional
AECG, Murwillumbah, President, Russell Logan
AECG, Narrandera, Ron Williams and Brenda Poole
AECG, Nowra, Kim Hill for Margaret Simoes
AECG, Wagga Wagga NSW
AEVTI Bathurst Campus, Allan Hill
Albury-Wodonga Area Consultative Committee, Ray Hortle and J Walsh
Alexandria Park Community School, Coordinator, Cathie Burgess
Anon (Tamworth Public Meeting)
Anon (Aboriginal Education Assistants)
Ashcroft Public School, Liverpool School Education Area Office, Student Welfare Consultant, Donna Bensch
ATSIS NSW State Office, Johnson, B.
Australian Hearing, Christine Burton and Sharon Page (Submission Authors), Anthea Green (MD)
Ballina High School, Principal, Ms RA Mayberry
Ballina/CTI LAEGG, Lynette Buchanan
Batemans Bay High School, ASSPA Chairperson, Vicki Simon
Bates-Hannah, Alma
Bathurst Community Meeting, Laurie Crawford
Bathurst High School, ASSPA Committee, Maureen Bates-McKay
Bathurst High School, Jenny Stirling
Baulkam Hills High School, Dennett, B
Beddoe, Noel
Bega Families First Meeting, Aboriginal Community Development Officer, Kerry Avery
Board of Studies NSW, Professor Gordon Stanley
Booroongen Djugun College, Val March
Briggs, Cynthia
Bulgarr Ngaru Aboriginal Medical Centre
Canobolas Rural Technology High School, Fiona Prentice
Carmichael, Dr Beryl
Casino grandparent
Casino Public School, John Vallely
Catholic Education Commission, Crichton Smith
Centrelink, Daley Bronkhorst-Jannay
Cherbourg State School, Queensland, Principal Chris Sarra
Charles Sturt University, Health Careers Workshop
Chick, Edward
Chifley Zone RFS Community Education Committee, Greg Standen
Child Studies Coffs Harbour Education Campus, Head Teacher Child Studies
Christian Brothers, John Giacon
Cobar High School, AEA, Brenda Harvey
Coffs Harbour High School ASSPA, Mervyn Bolt CDEP Worker, Coffs Harbour High School, ASSPA Committee, Vicki Filewood
Coonabarabran Gamilaraay Language Circle, Suelynn Tighe
Coonamble Public School ASSPA Committee, Allan Hall
Council of Social Service of NSW, Gary Moore
Craddock, Laurie
Curran Public School, AEA, Lee Ann Thompson
Dareton PS, Geoff Broadfoot
Department of Environment & Conservation (DEC) (NSW), Dr Lynn Webber, Fleming, Tony Dr
DET Clarence/Coffs Harbour District Office, Joanne Randall
DET Orange, Nigel Irvine
DET Student Services and Equity Programs, Manager Behaviour and Attendance, Sara Thorley-Smith
Dianne Paton
Dubbo Aboriginal Community Working Party, Co-ordinator, Anne Cobb
Early Childhood Education Council of NSW, Karen Buck
Echuca Counselling Service, Brian Walker
Edwards, Chick
Evans River K–12 School Council, President, Paul McKendrick
Evans River K–12 School, Andrew Gordon
Fairfull, Liz
Farrands, Jenni
Fischer, J
Floyd, Marina
Fowler Road SSP, Principal, Cath Laws
Gibalee Advisory Committee, Dr Wendy Hanlen
Giles Brown, Brian
Gilgandra High School, Principal, Peter Whalan
Glassop, Irene
Goorie Research and Study Program (GRASP), Lismore TAFE, Klara Marosszeky and Lindy Suttor
Gorokan High School, HT History, Peter Ryall
Grace Colleen
Grafton High School ASSPA, Secretary, Cindy Lesley
Greater Murray Area Health Service, CSU Health Careers Workshop, Sue Sutherland
Grimshaw, Warren, Coffs Harbour Education Campus
Gunnedah High School, Brian Jeffrey
Gunnedah High School, Deputy Principal, Lyn Thomas
Gunther, Barry
Guy, Harold
Hampton, Allen
Haywood Farm
Healy R
Hodges, Sue
Hourigan, Geoff and Lisa
Hume Public School, Albury District, staff
Hume Public School, Kay Jell and Catherine Kembrey
James, Chris
Jeremy, June
Jewell, Mark
Jumbunna Indigenous House of Learning, Chris Evans
Kamilaroi Regional Council, Lyall Munro
Kemmis, Stephen, Charles Sturt University, School of Education
Kempsey Shire Council, Aboriginal Liaison Officer, Debra Morris, (for Trevor Hannam, Director Corporate & Community Services)
Kennedy, Faye
Khymenko, L
Leeton AECG
Lloyd, Robbie
Maari Ma Health Aboriginal Corporation, Staff
Maclean High School, Glenn Brown
Macleay Vocational College, Principal, Jann Eason
Macquarie University Institute of Early Childhood, Jenny Nicholls (for Jennifer Bowes), Department of Indigenous Studies, Warawara
Many Rivers Aboriginal Legal Services, Manager, Julie Perkins
Marrickville High School, Kerri Forewood
Matraville Soldiers' Settlement
Mid North Coast High School, Teacher, Peter Swan
Milliken, Noeline and Bauer, Ros
Minchinbury, Teacher, Tracey Southam
Mirriwinni Gardens, Rex Marshall OAM, Aboriginal Chairman School Board
Moree TAFE Campus, Ralph Westley
Muldoon, Ian
Murray, Beatrice
Narrandera Public Schools, Don Mackenzie (on behalf of Principals)
National Rural Health Alliance Inc, Chairperson NRHA, Sue McAlpin
Norman, H
North Coast Institute of TAFE NSW, Lynette Charleston, Counsellor
North Coast Institute of TAFE NSW, Teacher/Consultant Deaf/Hearing Impaired Students, Bronwyn Watson
Northern Territory Department of Employment, Education and Training, Karmi Dunn and Barbara Weis
Nowra Community of Schools, Circle of Friends,
Nowra High School (Nowra Community), Deputy Principal, Suzi Williams
NSW Aboriginal Land Council, William Johnstone
NSW Board of Vocational Education and Training, Ian Balcomb
NSW Board of Community Education, Helen da Silva
NSW DET Aboriginal Programs Unit, Lynette Riley Mundine
NSW DET Multicultural Programs Unit
NSW DET, School Counsellors, Christina Gibbeson
NSW DET, Selective Schools Unit, Cynthia Wearne
NSW DET, Shellharbour District Office, Leonie Ardler
NSW Primary Principals’ Association, Blacktown South Public School, President, Mr G Scott
NSW Primary Principals Association, Steve Stuart
NSW Secondary Principals Council, Phil Hirst
NSW/ACT Independent Education Union, Gloria Taylor
NT Music School, Graham Chadwick
Nyngan High School, Lorraine Haddon
Nyngan High School, Steve Cavanagh
Olive, Sandra
Orange District School Counsellors, Pam Ryan
Paton, D
Pearson, Therese
Percival, Bob and Townsend, Renette
Pittman, Mick
Port Macquarie Aboriginal Education Assistants
Primary Principals Association, Brian Giles-Brown
Professional Teachers Council, NSW
Public Rural Education in NSW, Broken Hill District Primary Principals
Council, Jim Wilton
Queanbeyan South Public School, Principal, Paul Britton
Quirindi High School, Anne Scott
Quirindi High School, Greg Marshall
Robinson, Aunty Mae
Robinson, Christine
Sampson, Glenda and Clayton, Dallas
Secondary Principals Reference Group, Noel Beddoe
South Grafton Public School ASSPA Committee, Chairperson, Donna Kenny
South Sydney High School, Rose Varughese
St Agatha's Primary School, Helen White
St Kevin's Catholic Primary School, Mary Anne Marles
Standon, G
Starting School Research Project, University of Western Sydney, Bob Perry and
Sue Dockett
Sussex Inlet Public School, Principal, Mary Hughes
TAFE NSW Access and General Education Curriculum Centre
Taree Community Forum, Biripi Shark Totem
Taskforce Aboriginal Liaison Committee, Kempsey Shire Council, Trevor
Hannam
Thirroul teacher, David McAlister
Tony McCartney
Toormina Public School ASSPA Committee
Tweed River High School, Carol Chambers
Tweed River High School, Teacher Aboriginal Studies, Jan Ryan
Tyalla Public School, Glenda Perkins
University of Newcastle, Postgraduate student, Jason McGrath
University of NSW, International School of Mining Engineering, Dr Mike Katz
University of Sydney, Faculty of Education & Social Work, Gerard Sullivan
University of Sydney, Faculty of Education and Koori Centre, Dr David Rose
University of Sydney, Professor Tony Vinson
Uralla Aniwan Corporation, Clare Townsend (and Anne Heffernan, Kathy
Baraclough, Les Townsend)
Varughese, R
Walgett Teachers Association, Rose Fernando
Wentworth Public School, Principal, Jim Wilton, (on behalf of staff)
Western Australia, DET, Perth Community College for Aboriginal Education
Westport High School, Deputy Principal, Guy Pitkin
Whiffen, Neville OAM
Wilcannia Central School, Gary Barton
Willyama High School
Yamuloong Incorporated, Rayleene Gordon
Yarradamarra Centre, Western Institute of TAFE NSW, Rachel Carney
Yinarr Health and Wellbeing Group of Tamworth, Chairperson, Donna
Creighton
Appendix F: Schedule of Field Trips

In excess of 4000 persons were involved in interviews or meetings on approximately 400 sites in the course of 14 field trips.

The Secretariat members responsible for the management of the field trips were:

<table>
<thead>
<tr>
<th>Region</th>
<th>Date Range</th>
<th>Name</th>
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</thead>
<tbody>
<tr>
<td>Central West Region</td>
<td>2–5 March 2004</td>
<td>Gloria Provest</td>
</tr>
<tr>
<td>Lake Cargelligo</td>
<td>25–6 May 2004</td>
<td>Gloria Provest</td>
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<tr>
<td>Lower North Coast</td>
<td>17–20 February 2004</td>
<td>Gloria Provest</td>
</tr>
<tr>
<td>North Sydney Region</td>
<td>25, 31 May &amp; 1 June</td>
<td>Doug Cole</td>
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<td>Metropolitan East (Sydney Region)</td>
<td>16–19 March 2004</td>
<td>Sharon Grose</td>
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<td>Hunter/Central Coast Region</td>
<td>23–26 March 2004</td>
<td>Sharon Grose</td>
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<td>Metropolitan South West Region</td>
<td>8–12 March 2004</td>
<td>Cindy Berwick</td>
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<td>Metropolitan West Region</td>
<td>11–14 November 2003</td>
<td>Alan Pratt</td>
</tr>
<tr>
<td>New England Region</td>
<td>23–27 February 2004</td>
<td>Alan Pratt</td>
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<td>Western Region</td>
<td>1–4 December 2003</td>
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<td>North West Region</td>
<td>15–19 March 2004</td>
<td>Gloria Provest</td>
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<tr>
<td>Riverina Region</td>
<td>2–5 March 2004</td>
<td>Rosemary Livingstone</td>
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<td>South Coast Region</td>
<td>2–5 March 2004</td>
<td>Alan Pratt</td>
</tr>
<tr>
<td>Upper North Coast Region</td>
<td>17–20 March 2004</td>
<td>Rosemary Livingstone</td>
</tr>
</tbody>
</table>
## Central West Region Field Trip

### Preschools
- Erambie Preschool
- Nanima Preschool, Wellington

### Schools
- Bathurst PS
- Bathurst West PS
- Buninyong PS
- Canobolas Rural Technology HS
- Condobolin HS
- Condobolin PS
- Cowra HS
- Cowra PS
- Dubbo Senior College
- Dubbo West PS
- Forbes North HS
- Glenrooi Heights PS
- Kelso HS
- Lithgow HS
- Narromine HS
- Narromine PS
- Oberon HS
- Orange HS
- Peak Hill CS
- Senior College Delroy Campus
- Warren Central School
- Wellington HS

### DET
- Regional Presentation Glenrooi Heights PS

### TAFE NSW Campuses
- Bathurst
- Orange
- Warren
- Yarradamarra Dubbo

### Gaol
- Bathurst Gaol

### Community organisations
- BBREETAC (Indigenous Employment Agency)
- THUBBO AMS

### Community meetings
- Bathurst Land Council
- Community Meeting Bathurst 1
- Community Meeting Bowen PS, Orange
- Community Meeting Buninyong PS
- Community Meeting Condobolin PS
- Gordon Centre, West Dubbo
- Gumbya Land Council, Cowra
## Hunter/Central Coast Region Field Trip

**Schools**

- Biraban PS
- Brisbane Waters College
- Gorokan HS
- Irrawang PS
- Lake Macquarie HS
- Muswellbrook Sth PS
- Narara Valley HS
- Rutherford Technology HS
- Telarah PS
- Tighes Hill PS
- Tuggerah Lakes HS
- Waratah HS
- Woy Woy Sth PS
- Wyoming PS
- Wyong HS
- Wyong PS

**DET**

- Central Coast SEA
- Lake Macquarie SEA

**TAFE NSW Campuses**

- Ourimbah
- Tighes Hill

**Community organisations**

- Windale SACC
- Yamuloong

**Community meetings**

- Central Coast Community Meeting
## Lake Cargelligo Field Trip

<table>
<thead>
<tr>
<th>Schools</th>
<th>Community organisations</th>
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</thead>
<tbody>
<tr>
<td>Eubalong West PS</td>
<td>AECG</td>
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<tr>
<td>Lake Cargelligo CS</td>
<td>CDEP/Murrinbridge</td>
</tr>
<tr>
<td><strong>TAFE NSW Riverina Institute</strong></td>
<td><strong>Community meetings</strong></td>
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<tr>
<td>Lake Cargelligo Campus</td>
<td>Lake Cargelligo Community Meeting</td>
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<tr>
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<td>Murrinbridge Community Meeting</td>
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## Lower North Coast Region Field Trip

**Preschools**

<table>
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<tr>
<th>Preschool</th>
<th>TAFE NSW Lower North Coast Institute Campuses</th>
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</thead>
<tbody>
<tr>
<td>Dalaigur Aboriginal Preschool</td>
<td>Coffs Harbour Education Campus (CHEC)</td>
</tr>
<tr>
<td>Nambucca Aboriginal Language Centre and Preschool</td>
<td>Great Lakes</td>
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<tr>
<td></td>
<td>Kempsey</td>
</tr>
<tr>
<td></td>
<td>Macksville</td>
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<tr>
<td></td>
<td>Port Macquarie</td>
</tr>
<tr>
<td></td>
<td>Taree</td>
</tr>
</tbody>
</table>

**Schools**

- Bellbrook PS
- Bellingen HS
- Bowraville CS
- Forster PS
- Green Hills PS
- Kempsey HS
- Kempsey South PS
- Kempsey West PS
- Macksville HS
- Macksville PS
- Manning Gardens PS
- Nambucca HS
- Taree HS
- Taree PS
- Westport HS
- Westport PS

**Community organisations**

- Coffs Harbour Education Centre
- Durri Medical Service
- Kempsey Mums Group

**Community meetings**

- Cabarita
- Kempsey Community Meeting
- Nambucca Community Meeting

**DET**

- Port Macquarie SEA
- Taree SEA
Metropolitan East (Sydney Region) Field Trips

Preschools

Murrawina Preschool
Waninbiri Preschool

Schools

Alexandria Park Community School
Blaxcell Street PS
Bridge Road SSP
Camdenville PS
Canterbury Boys HS
Canterbury Girls HS
Darlington PS
Dulwich Hill PS
Endeavour Sports HS
Glebe PS
Gymea HS
La Perouse PS
Matraville Soldiers Settlement PS
Matraville Sports HS
Sunning Hill School
Sydney Secondary College – Blackwattle Bay Campus
Tranby College

DET

Bondi SEA
Port Jackson SEA

TAFE NSW Sydney Institute

Community organisations

Aboriginal Medical Service
AECG Stanmore
Glebe Youth Centre
Kirrinari Hostel
South Sydney Youth Service
Yarra Bay House
# Metropolitan South West Region Field Trip

<table>
<thead>
<tr>
<th>Preschool</th>
<th>TAFE NSW South Western Sydney Institute</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cootagulla Preschool</td>
<td>Miller Campus</td>
</tr>
</tbody>
</table>

**Schools**

| Ashcroft HS                  | Gaol                                   |
| Ashcroft PS                  | Mullawa Detention Centre               |
| Banksia Road PS              | Community organisation                  |
| Bass High School             | Tharrawal LALC                         |
| Bonnyrigg PS                 | Community meetings                     |
| Briar Road PS                | Bankstown Community Meeting            |
| Busby West PS                | Campbelltown Community Meeting         |
| Campbell Field PS            | Fairfield/Liverpool Community Meeting  |
| Dorchester                   |                                        |
| Fowler Road SSP              |                                        |
| Sarah Redfern HS             |                                        |
| Tahmoor PS                   |                                        |

**DET**

| Campbelltown SEA             |                                        |
| Liverpool SEA                |                                        |
## Metropolitan West Region Field Trip

### Preschool
- Doonside Preschool

### Schools
- Blacktown Girls HS
- Cambridge Park HS
- Crawford PS
- Dunheved HS
- Emerton PS
- Hebersham PS
- Kingswood Park PS
- Marayong PS
- St Clair HS
- St Marys North PS
- St Marys PS
- Tregear PS
- Willmot PS
- Windsor HS
- Windsor South PS

### DET
- Blacktown DO
- Brewongle EEC
- Mt Druitt DO
- Penrith DO

### TAFE NSW Western Sydney Institute
- Mt Druitt Campus

### Community organisations
- Aboriginal Medical Service Mt Druitt
- Holy Family + Elders

### Community meeting
- Mt Druitt Community Meeting
New England Region Field Trip

Schools

Black Mountain PS
Drummond Memorial PS
Drummond PS
Gunnedah HS
Hillvue PS
Inverell HS
McIntyre HS
Oxley HS
Oxley Vale PS
Peel HS
Quirindi HS
Tingha PS
Urralla CS
Walhallow PS
Westdale PS

DET

Armidale SEA
Tamworth SEA

TAFE NSW New England Institute Campuses

Armidale
Inverell
Tamworth

Community Organisations

Aboriginal Employment Strategy
DOCS
Health
Police

Community meetings

Armidale Community Meeting
Coledale Community Meeting
Gunnedah Community Meeting
Inverell Community Meeting

Northern Sydney Region Field Trip

Schools

Cromer HS
Mackellar Girls HS
Marsden HS
Narrabeen North PS
Royal Far West School

TAFE NSW Northern Sydney

Brookvale TAFE Campus
Northern Sydney Institute of TAFE
Ryde TAFE Campus

DET

Northern Sydney Region
Stewart House

Community meeting

Manly Community Meeting

Community organisations

Bialla Hostel
Gurringai Local AECG

University

University of Technology Sydney, Lindfield Campus
North West Region Field Trip

Preschools

Koolyangarra Preschool
Walgett Preschool

Schools

Bourke HS
Bourke PS
Brewarrina CS
Cobar HS
Cobar PS
Collarenebri CS
Coonabarabran HS
Coonabarabran PS
Coonamble HS
Enngonia PS
Gilgandra PS
Goodooga CS
Gulgarambone CS
Lightning Ridge CS
Nyngan HS
Nyngan PS
Walgett HS
Walgett PS
Weilmoringle PS

TAFE NSW Institute

Bourke Campus

Community organisations

Barrickneil CDEP
Walgett AMS
Walgett CDEP

Community meetings

Bourke Community Meeting
Brewarrina Community Meeting
Coonabarabran Community Meeting
Coonamble Community Meeting
Walgett Community Meeting
## Riverina Region Field Trip

### Preschools
- Moama Preschool

### Schools
- Albury North PS
- Albury West PS
- Ashmont PS
- Brungle PS
- Glenroy PS
- Griffith HS
- Griffith PS
- Hume PS and Preschool
- James Fallon HS
- Moama PS
- Mt Austin HS
- Murrumburrah PS
- Narrandera HS
- Narrandera PS
- Shepherds Park School
- Tolland PS
- Tumut HS
- Tumut PS
- Young HS

### TAFE NSW Institute Campuses
- Albury
- Deniliquin
- Cootamundra (Harden Outreach Program)
- Griffith
- Narrandera
- Wagga
- Tumut

### Community organisations
- AECG Meeting
- Albury LAECG
- Black Son’s & Co
- Charles Sturt University – Wagga Campus
- Community Working Party
- Mitchell Place
- PAT Centre
- Tumut LAECG

### Community meetings
- Brungle Community Meeting
- Deniliquin Community Meeting
- Griffith Community Meeting
- Leeton Community Meeting
- Narrandera Community Meeting
- Wagga Community Meeting
## South Coast Region Field Trip

### Preschools
- Little Yuin Aboriginal Preschool
- Mogo Aboriginal Preschool
- Nowra East Preschool

### DET
- Batemans Bay SEA
- Shell Harbour SEA
- Wollongong SEA
- TAFE NSW Illawarra Institute

### Schools
- Batemans Bay HS
- Batemans Bay PS
- Bega HS
- Bermagui PS
- Bomaderry HS
- Bomaderry PS
- Broulee PS
- Eden PS
- Illawarra Senior College
- Kemblawarra PS
- Mogo PS
- Moruya HS
- Moruya PS
- Narooma HS
- Nowra East PS
- Nowra HS
- Nowra PS
- Sanctuary Point PS
- Shoalhaven HS
- Warilla HS

### Community organisations
- Booderee National Park
- Gudu Wondjer
- Jigamy Farm
- Re Connect Moruya
- University of Wollongong

### Community meetings
- Batemans Bay Community Meeting
- Bega Community Meeting
- Community Forum Wallaga Lake
- Community Forum Wollongong
- Dharawal Community Meeting,
- Sanctuary Point
- Moruya Community Meeting
- Narooma/Bodalla Community Meeting
- Nowra Community Meeting
## Upper North Coast Region Field Trip

### Preschools
- Casino Preschool
- Centaur Preschool

### Schools
- Ballina HS
- Ballina PS
- Banora Point PS
- Bonalbo CS
- Cabbage Tree Island PS
- Casino HS
- Centaur PS
- Coffs Harbour HS
- Goonellabah PS
- Induna ETC
- Kadina HS
- Maclean HS
- Richmond River HS
- South Grafton HS
- Tabulum PS
- Toormina PS
- Tweed River HS
- Tyalla PS
- Woodenbong CS
- Woolgoolga HS
- Yamba PS

### DET
- Ballina SEA
- Clarence SEA
- Coffs Harbour SEA
- Lismore SEA
- Tweed Heads SEA

### TAFE NSW North Coast Institute Campuses
- Casino
- Grafton
- Kingscliff
- Lismore
- Maclean
- Woolongbar

### Community organisation
- Yarrawarra Aboriginal Corporation

### Community meetings
- Chairman School Board
- Ballina Community Meeting
- Baryugul Community Meeting
- Bonalbo Community Meeting
- Coffs Harbour Community Meeting
- Grafton Community Meeting
- Lismore Community Meeting
- Maclean Community Meeting
- Tweed Heads Community Meeting
- Yamba Community Meeting
Western Region Field Trip

**Preschools**
- Bugdlie Preschool
- Gyndarn Preschool
- Menindee Community Preschool
- Wilcannia Preschool

**Schools**
- Alma PS
- Balranald CS
- Broken Hill HS
- Broken Hill PS
- Buronga PS
- Coomealla HS
- Dareton PS
- Menindee CS
- Wentworth PS
- Wilcannia CS
- Willyama HS

**DET**
- Broken Hill DO

**TAFE NSW Western Institute Campuses**
- Broken Hill
- Coomealla
- Menindee
- Wilcannia

**Community organisations**
- Balranald LAECG
- Community Working Party, Wentworth Shire
- Maari Ma Health Service
Appendix G: Writers and Researchers

<table>
<thead>
<tr>
<th>Name</th>
<th>Position/Role</th>
</tr>
</thead>
<tbody>
<tr>
<td>Charles Davison</td>
<td>President NSW AEC Inc (until October 2004)</td>
</tr>
<tr>
<td>Dr Alan Laughlin</td>
<td>Deputy Director-General</td>
</tr>
<tr>
<td></td>
<td>NSW Department of Education and Training</td>
</tr>
<tr>
<td>Dr Phil Lambert</td>
<td>Regional Director (Sydney Region)</td>
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<tr>
<td>Lynette Riley-Mundine</td>
<td>Manager, Aboriginal Programs Unit</td>
</tr>
<tr>
<td>Doug Cole</td>
<td>Chief Education Officer</td>
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<td>Ray Mead</td>
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<tr>
<td>Alan Pratt</td>
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<tr>
<td>Cindy Berwick</td>
<td>Senior Project Officer</td>
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<tr>
<td>Louise Bye</td>
<td>Principal Education Officer</td>
</tr>
<tr>
<td>Dennis Foster</td>
<td>Senior Project Officer</td>
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<tr>
<td>Sharon Grose</td>
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<tr>
<td>Gillian Goozee</td>
<td>Senior Policy Officer</td>
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<tr>
<td>Sue Hanley</td>
<td>TAFE NSW Principal</td>
</tr>
<tr>
<td>Rosemary Livingstone</td>
<td>Senior Project Officer</td>
</tr>
<tr>
<td>Gloria Provest</td>
<td>Senior Project Officer</td>
</tr>
<tr>
<td>Peter Wilson</td>
<td>Organiser, NSW Teachers Federation</td>
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</tbody>
</table>

The Review Team would like to acknowledge the following contributions to this Report:

- Terry Mason, Rosalie Neve and Bill Muir for their reading and analysis of the submissions
- Jenni Ridley for her diligence in proofreading and assistance with the Report’s artwork
- the Executive of the NSW AECG Inc for their support, encouragement and guidance
- the Secretariat of the NSW AECG Inc for their support and assistance with the meetings of the Review Reference Group and working parties held at Stanmore
- Professor Martin Nakata for his role as “critical friend” to the writers
- Professor John Lester for his stewardship of the Academic Reference Group and his commissioned research
- Noel Beddoe for the action research conducted for the Personnel Working Party
- Jacquelin Hochmuth for editing the Report.