

# All Leaders All Levels

## WAPPA'S STRATEGIC PLAN 2025 - 2027



### PROFESSIONAL ASSOCIATION OF CHOICE

- ✓ PRIMARY PRINCIPALS
- ✓ DEPUTY AND ASSOCIATE PRINCIPALS
- ✓ TEACHERS ASPIRING TO LEADERSHIP

# Who We Are

The Western Australian Primary Principals' Association (WAPPA) is the professional association for leaders and aspiring leaders of primary school education across Western Australia.

Our aim is to be the influential voice and respected authority for public education; providing strategies for school leadership and advocacy for the profession by the profession.



## OUR VISION

Empowering quality leadership through supported and connected leaders.

## OUR MISSION

We support and advocate for our members' needs, providing growth and engagement opportunities.

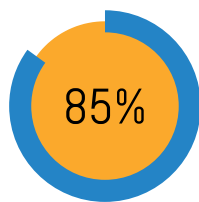
## OUR VALUES

We are guided by our values to strengthen how we serve our members and exceed their expectations everyday.

# Our Membership



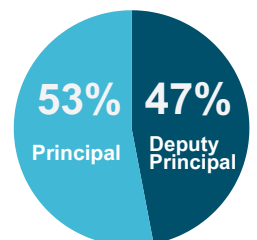
**1,100 + MEMBERS**



**WA primary schools have a WAPPA member present**

**32% Regional**

**68% Metro**





## From the President

It is with great pride that I present to members, WAPPA's 2025-2027 Strategic Plan, **All Leaders – All Levels**. This plan builds upon the strong foundation laid by our previous strategy, Strengthening our Support, which delivered key initiatives to enhance support for primary school leaders across Western Australia.

Through WAPPA's dedicated advocacy and action, our efforts resulted in the following support initiatives:

- Connect and Respect, strengthening communication with parents and communities.
- Expansion of the Parent Liaison Office, providing additional support for families and school leaders.
- Establishment of the Family Law Matters Working Party, addressing complex legal considerations in schools.
- Extension of funding for the Principal Chaplaincy Program, ensuring ongoing wellbeing support for leaders in regional areas.
- A range of system driven resourcing initiatives to support students with complex needs.

*As the landscape of educational leadership continues to evolve, **All Leaders – All Levels** acknowledges the diverse needs of primary school leaders at every stage of their journey.*

Internally, WAPPA ensured that point of need, personal and professional support for members was at the centre of our plan. We reviewed the role of Member Support Officers, established a streamlined, 24/7 support line and email service for all WAPPA members and advocated at all levels through the publication of our Supporting Students with Complex Needs paper.

Whether you are an aspirant, deputy principal, or principal; early career, experienced or system leader; regional, remote or metropolitan area; WAPPA is committed to ensuring all members have access to high-quality support, world class professional learning opportunities and strong peer networks.

Our plan for the next three years remains clear: to empower all leaders at all levels to grow, connect, and lead with confidence, ultimately delivering a world-class primary education for all students across Western Australia.

**All Leaders – All Levels** will focus on deepening connections and amplifying our collective voice to shape policies, processes, and initiatives that enhance the role of primary leadership.

# All LEADERS



## Integrity

We build trust by acting honestly, fairly and respectfully at all times. We operate in an environment of transparency and accountability.



## Inclusivity

We embrace diversity and create an environment where everyone is recognised, valued and respected.



## SUPPORT

We are there when you need us

We support the diverse needs of our members through our commitment to:

- Provide confidential and professional support services, tailored to each members' needs
- Provide responsive legal support to members at critical points of need
- Provide access to relevant information and resources, through a range of online services
- Ensure the specific needs of leaders in regional and remote areas are supported
- Explore strategies to ensure the sustainability of the support needs of members



## ADVOCACY

We are the influential voice for primary school leaders

We advocate for the needs of our members through our commitment to:

- Influence policies pertaining to primary education and school leadership by working with Government and the Department
- Raise awareness of the key issues, that impact school leaders and primary education, to the wider community
- Advocate for strategies, resources and initiatives that address school leader role clarity and workload expectations by working with Government and the Department
- Develop strong, strategic relationships with other peak bodies, that strengthens our advocacy efforts
- Develop evidence-based position statements, that support primary school leaders and influence educational policy
- Provide a strong voice through educational committees, associations and advisory groups, to advocate at a national level

# ALL LEVELS



## LEADERSHIP

**We provide development opportunities at all career stages**

We provide leadership growth opportunities to all members through our commitment to:

- Provide innovative professional growth opportunities for members at all stages in their career
- Recognise outstanding leadership through our awards programs
- Support and promote relevant educational research by members, through our grants programs and external stakeholders
- Create opportunities for members to share best practice
- Explore opportunities to engage in growth and development through study tours



## CONNECTION

**We foster relationships that strengthen the profession**

We strengthen member engagement and connections through our commitment to:

- Create opportunities to bring members together from across the state, to engage in networking, consultation and professional growth and connection
- Keep members informed through a range of communications that are timely and engaging
- Create opportunities for professional engagement between members and educational stakeholders within the wider community
- Create opportunities to engage and strengthen culturally responsive leadership that builds inclusive and respectful school communities



## Excellence

We foster a culture of collaboration and excellence and hold our Association to the highest of expectations. We imagine what is possible and innovate the change to achieve it.



## Empathy

We show open-mindedness and kindness, because we value the needs, safety, health and wellbeing of our members and Association's stakeholders.



## MEASURING OUR SUCCESS

In three years we will have:

- Advocated for, and influenced policies and processes, impacting on school leadership and primary education
- Maintained or increased membership numbers
- Maintained or increased member engagement across all Association activities
- Maintained the highest levels of confidence in the support provided to members
- Established sustainable strategic partnerships with relevant educational stakeholders
- Ensured financial stability of the Association
- Ensured the operational sustainability of services provided to members



## ACKNOWLEDGEMENT

WAPPA acknowledges the traditional custodians of the lands on which we, and our members, work. We pay our respects to the elders of these lands and recognise that their stories, history and culture play an integral role in shaping the work of school leaders, today and into the future.

WAPPA recognises and values the diversity of Aboriginal and Torres Strait Islander voices in leadership roles all across our diverse state. WAPPA seeks to actively listen and honour their voice and understand their truth as we continue towards being a culturally safe and inclusive association. Through advocacy, support and connection to our First Peoples, we are honouring culturally responsive leadership that builds on our collective strength and generations of wisdom and knowledge.



**WESTERN AUSTRALIAN PRIMARY  
PRINCIPALS' ASSOCIATION**

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