

— J. S. H. A. A. —

THE FIRST TWENTY-FIVE YEARS

An Account of the Establishment and Development
of the
Junior Schools Headmasters' Association of Australia
1952 - 1976

Compiled by:

Robert J. Gilchrist, B.A., Dip.Ed.(Adelaide),
M.A.C.E. formerly Headmaster Scotch College
Junior School, S.A. Hon. Life Member J.S.H.A.A.,
Hon. Life Member I.A.P.S.

and

Trevor G. Jones, B.A.(Hons), Sydney; M.A.C.E.
Lecturer in Educational Psychology,
Murray Park College of Advanced Education (S.A.)
Hon. Life Member J.S.H.A.A. Formerly Headmaster
of St. Peters College Preparatory School (Adelaide)
1954 - 1963; and Sydney Grammar Preparatory School
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THE JUNIOR SCHOOLS HEADMASTERS ASSOCIATION OF AUSTRALIA

THE FIRST TWENTY-FIVE YEARS

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PREFACE

It was a signal honour to be invited by the Association to try to set down in acceptable form the story of the birth, rise and development of what has become an influential group in the professional forces of this country. The task was accepted with trepidation, for among our colleagues are men of considerable stature in the profession; men of vision and of analytical bent - by reason of long years in positions of power, and therefore whose daily task it has been to sift, sort, and assess. That they will do so with compassion as they read these pages we are assured, for compassion is a mark of their success.

It has been no easy task, for the information at our disposal has been scattered and fragmented. While some of the facts have fallen into place easily, others have not, requiring of us assessment and evaluation often tinged with emotion, or based on uncertain memories of men whose spidery penmanship evinces advancing years.

It has been a long task - too long - but neither of us has been free to give unbroken periods to research, recording and consultation; yet it was important that the task be completed as soon as possible after the twenty five year period decided upon, and for the publication to be ready for distribution at a time when colleagues and former colleagues gathered to pursue their common purposes.

We should like to express our gratitude to all who have offered suggestions, sent material, discussed progress, spurred on those who were holding vital information unawares, and in so many practical ways have helped bring the task to its conclusion.

We considered the suggestion that we include a few typically informal photos, for Conferences do produce this sort of phenomena, but the response to our appeal was such that we had to abandon the idea. However, by the provision within the text of carefully chosen group photos, members will be able to identify all the leaders and Life Members whose names appear here and there among the pages. Older members will see what the ravages of time have done to young fathers of the 50's who by the 70's had become grandfathers, although some colleagues seem to have discovered the elixir of perpetual youth.

A further suggestion that we include the story of the establishment of the various State Branches was also considered and discarded, as it could become too cumbersome and might well constitute an imbalance to the whole. Better, we would propose, for each State Branch to do this and publish the stories as a series in the Bulletin.

There are some, maybe, who will be disappointed at what has been omitted, given humble recognition, or indeed been mishandled. To these we crave indulgence, and remind them of these words of an old housemaster in his comment upon some unfortunate schoolboy, "His (their) lack of confidence is amply justified" - a rather novel way of stating the obvious, don't you think?

BOB GILCHRIST - - - - - TREVOR JONES

FOREWORD

Schools depend for their quality upon the staff who work in them. This is a truism which no one disputes. In recent times, however, emphasis on improved facilities has tended to direct attention to buildings and technology. This is a book which concentrates on people; it reflects the warm humanity of those who have influenced the first twenty-five years of the Junior Schools Headmasters' Association of Australia. The success of the schools involved has come from the quality of their Heads and their ability to gather round them members of staff of dedication and integrity.

It is a wise decision to document the first quarter century while memories are fresh and many of the chief figures are still actively associated. It is a record of enthusiastic and practical idealism which fully repays the telling. It reveals the strong feeling of comradeship which has always existed amongst its members; it demonstrates the friendliness and sense of purpose which gives so much pleasure to those who have been fortunate enough to attend Association gatherings.

It is an honour to have been asked to write this foreword. I have enjoyed the companionship of many of those mentioned in these pages and have admired the blend of professional competence and devoted service which they have displayed. The members of the Headmasters' Conference owe much to the work of the Junior School Heads and, on their behalf, I congratulate the Association on their initiative in producing this book.

G. L. CRAMER
Chairman
Headmasters' Conference of Australia



THE HISTORY

1. GENESIS

Among the great educators to visit Australia this century was Professor Kapur, Director of Education for the Punjab, India. His particular contribution was his exposition of the theme 'Balance in Education', and he illustrated one of his lectures by relating the following incident from his experience.

The professor was driving his station wagon along the Grand Trunk Road. The sealed centre strip was narrow; on each side the going was rough and uneven. Coming towards him was a truck loaded with timber. Pressing him from behind was an impatient motorist tooting furiously. Just on Kapur's left and travelling in the same direction was an Indian cyclist. But no ordinary cyclist this by Australian standards. On the pillion seat was his wife, a baby in her arms; he was managing a can of milk on each handle bar, and balanced on his head was a bundle of sugar cane.

In this set of circumstances - the grip of all fours as Kapur put it - something was bound to happen, and did. The professor edged to the side of the main roadway forcing the cyclist into the rough. He overbalanced; wife and child rolled in the dust; the milk was spilt and the sugar can scattered. Kapur stopped to offer assistance and the ensuing conversation went something like this.

"My friend, isn't it a bit of cruelty to oneself carrying all this load?"

The cyclist stood up, dusted himself down, and replied - "Dear sir, (how unlike an Australian in similar circumstances) I was not carrying anything. I was gliding along the smooth and level surface of the road like a duck on water. I was not exerting myself. It was the balance that was carrying all this load and when I lost my balance I became a burden unto myself."

Each Junior School within the Association has sought to maintain, and for the most part has done so successfully, the delicate balance between being both a recognisable entity in its own right, yet integrated in the whole of which it forms a part.

The Junior School (Headmasters) Association of Australia owes its origin to the confluence of a set of circumstances - overseas visits, correspondence, personal associations and ideas. And there is nothing so powerful as an idea whose time has come. The revolution in Education had moved through the Infant Schools and was exerting a healthy influence on Primary Education. Primary Schools were coming into their own and the Headmasters of some Independent Schools who recognised this were prepared to allow greater autonomy for their own preparatory departments. Schools within schools, as it were. Further,

by the middle 1970's Junior School Headmasterships were being widely advertised with just the occasional internal appointment. This was the mark of a new era.

The authors of this history have done their best to obtain all the relevant information and in isolating some of the factors must seek forbearance from any colleague past or present who may claim to have been overlooked. What is very clear and satisfying is that the balance of which Kapur speaks has been achieved by the Association in its development. And this is its strength. We have not become a burden unto ourselves. Status, headmaster-staff relationships, classroom techniques, public relations, independence, continuity, pastoral care - all these elements of a healthy on-going professional structure have been carefully considered and evaluated and will be apparent as the story unfolds.

But the beginning. E.C. Rowland, David Bradshaw, Edward Dixon - these names and some others come crowding in to the early introductory paragraphs of how things got started as remembered by one or two of the Foundation Committee who still have fairly reliable memories or who have retained ancient files.

In 1948 D.M. Bradshaw, then headmaster of Scotch College Junior School, Melbourne went overseas and on his way back called in at Sydney and had a good deal of discussion with Rowland at Cranbrook. Rowland subsequently called on Bradshaw in Melbourne who spoke to McWilliam (Glamorgan) about Rowland's desire to have the N.S.W. branch of what they called the 'Junior Schools' Conference' develop in such a way as to make it an interstate and Australia wide organisation.

As a result of this conversation various letters and talks took place, the eventual upshot being that as far as Victoria was concerned a meeting was held in Bradshaw's office to form the Victorian branch of the Junior Schools' Association. During Rowland's absence in England his place at Cranbrook was taken by Francis Wylie from the staff of the Dragon School in Oxford - a school with a strong association with the Incorporated Association of Preparatory Schools (I.A.P.S.). There must have been engendered in Rowland's mind the idea of an I.A.P.S. - type organisation within Australia; and Wylie could not have but brought something of the spirit of it to this country.

As far as New South Wales was concerned the first state gathering was at Tudor House, Moss Vale, in September 1948. Edward Dixon quotes from Headmaster Meyer's report for that year. "During the September holidays we had a four day Conference of preparatory school masters. There were nearly forty men in residence here, including three from other states. Many interesting papers were read. These were followed by keen discussion and the whole conference was a most stimulating experience." The interstate men were as far as can be ascertained Connal and his colleagues Smith and Jordan from whom much was heard in the years that followed. They came from what was properly known as Toowoomba (Q) Church of England Boys' School - but to the initiated 'Connal's School.'

The Tudor House Conference was followed in 1950 by another at Junior House of The King's School Parramatta.

It was at the 1952 N.S.W. Conference at Cranbrook that the decision was taken to form the Junior Schools Conference of Australia. To it were invited masters from all states of the Commonwealth and New Zealand (who were probably on a visit to Australian schools at the time). There may have been some preliminary discussion at the 1950 King's School Conference about the possibility of setting up a Commonwealth organisation (there would of course be no record in our own Minutes about this). At any rate Gilchrist, Scotch College Junior School, Adelaide, wrote to Rowland and received the following reply, dated at Cranbrook, 25th April, 1952.

"Dear Gilchrist,

Following upon the suggestion made in your last letter to me about the Junior Schools Conference being widened to a Federal basis our gathering here discussed the matter and while we could see some stumbling blocks, we were generally in favour of it.

I have since discussed the matter with our Chairman (Father Michael Scott) and the enclosed sheet is the result (See Appendix 1). It is purely a suggested basis but we feel if we had something in black and white to talk about we might get somewhere.

The Meeting of the Heads of Junior Schools of all states has been arranged for 4.30 p.m. on the Tuesday of the Conference.

Yours sincerely,
E.C. ROWLAND."

The meeting was duly held and for the sake of full and accurate reporting a copy of the Minutes of this combined meeting is given as Appendix 2.

The 'Basis' document referred to in Rowland's letter to Gilchrist and in the Minutes was carefully considered and the Constitution resulting from the discussion bears such a close relation to the suggestions that there seems to be no point in reproducing it. Suffice it to draw attention to significant changes made. They are ...

1. Membership fee was to be two guineas.
2. Proxies were to be allowed at Executive Meetings.
3. Under the heading 'Conference' paragraph 5 was omitted.
4. A quorum for the Executive was set at 4 members.
5. Provision was made for alterations to the Constitution.

One or two comments about these embryo days may well be given as a matter of interest. Rowland speaks of some stumbling blocks envisaged by the N.S.W. group. McWilliam in a recent letter to Gilchrist recalls. "I might say that some Junior School heads needed persuasion to attend the inaugural meeting at Bradshaw's office (that is, regarding the Victorian organisation) and had to be re-assured that it would not be a

'hen' party. In particular I remember Doug Fraser from Geelong Grammar and Eddy Wells, Wesley, required re-assurance on this point."

Although the Minutes record a unanimous decision there was some hesitancy, particularly from one of the older men, who seemed concerned that the proposed Junior School Conference members might tend to undermine the authority of their headmasters rather than assist them in the strengthening of their Junior departments. This has always been a possibility, but it is doubtful whether any evidence that it has been an actual situation could be gathered. Nevertheless some Junior School heads have found themselves walking a tight rope, and casualties are not unknown. Their professional health and success is entirely in the hands of their own headmasters, a situation peculiar to the Independent School system. There was in fact some sniping, as someone put it, from a member of the Headmasters' Conference who objected to Connal being elected Chairman as his school was not associated with a H.M.C. school. But such matters were soon sorted out or smoothed over and the present stage reached where our Association enjoys the confidence of the senior body and its encouraging support. This is clearly evidenced in the way finance has been forthcoming to allow firm representation at Interstate Conferences and Refresher Schools. In a letter to the then editor of the "Junior School" a Headmaster in Sydney wrote (22.8.51) "Senior schools are obviously indebted to their Junior Schools for far more than the thorough preparation of the pupils for their secondary courses." There were many other such encouraging comments.

The first meeting of the Executive Committee was held in Melbourne, at Glamorgan, on 15th May, 1953. As a result of suggestions made by the Headmasters' Conference it was decided to place the following recommendations before the Junior Schools' Conference as a whole.

1. That, in future, we call ourselves "The Junior Schools Association of Australia."
2. That headmasters of Junior or Preparatory Schools run for private profit are not eligible for membership of the Association.
3. That Executive officers of the Association must belong to Headmasters Conference Schools.
4. That the Association adopt a policy on publicity similar to that of the H.M.C.

At this meeting it was decided 'to accept the invitation of the Headmaster of Melbourne Grammar School, Mr. (later Sir Brian) Hone, to hold the 1954 Refresher School at Wadhurst, the Melbourne Grammar Preparatory School in St. Kilda Road. And so began the growth and development of a professional organisation which, after a quarter of a century, has become regarded as of some importance within Australia and recognised beyond its shores.

2. DEVELOPMENT 1952 - 1976

While it would not be true to say that the Biennial Conferences and Refresher Schools were the be-all and end-all of the J.S.H.A.A. there is no doubt that without them there would be very little left, for they

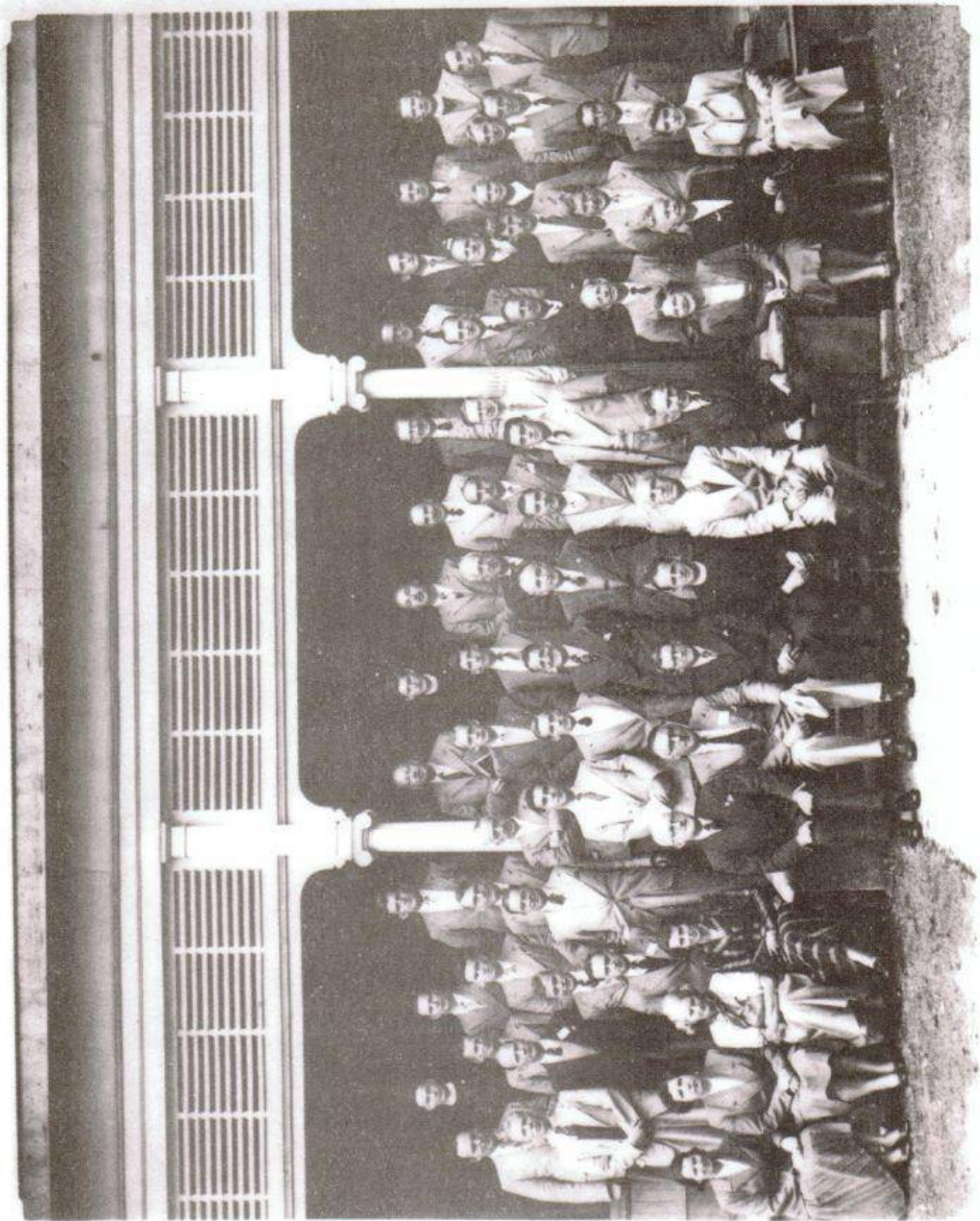
formed a forum for fellowship, professional exposition of principles, the testing of experience, and, for members of staff and for heads, the opportunity for refreshment to whatever degree appealed to the participants. To attempt anything in the nature of chronological description would be tedious in the extreme both for historian and his victims, but let it be said with vigour that the gatherings themselves were far from tedious. In trying, then, to record in some sort of shape the areas of development all that can be done is to hope the result will please some of the people some of the time, and that is about par for the course. It is important however to set down in tabloid form the states and schools which hosted the Refresher Schools.

They are ...

1952	Cranbrook School, Sydney
1954	Wadhurst, Melbourne Church of England Grammar School
1956	St. Peters College, Preparatory School, Adelaide
1958	St. Ives, Sydney Grammar Preparatory School
1960	Geelong Church of England Grammar School, Corio
1962	Sydney Church of England Grammar School
1964	Scotch College Junior School, Melbourne
1966	St. Peters College, Preparatory School, Adelaide
1968	Newington College Junior School, Sydney
1970	Geelong College Junior School
1972	Aquinas College Preparatory School, Perth
1974	The King's School, Parramatta
1976	Wadhurst, Melbourne Church of England Grammar School

Following the happy and fruitful experiences at Cranbrook and Wadhurst it was clear that the Association had a future that had to be shared as widely as possible among headmasters and members of staff. It had already achieved the blessing of the Headmaster's Conference and it was clear that host schools would be as generous as possible; nevertheless the first major hurdle was the financing of travel from the more distant states. This was a matter not for the Association as such, but for individual schools with a mind to have their Junior School heads and some representation from their staffs take part. Not all schools had the facilities needed to mount an interstate residential conference, and in any case, as most of the Preparatory Schools were situated in the eastern states it seemed feasible and reasonable to think in terms of Melbourne and Sydney. In a very short time a location formula was arrived at which read - Sydney, Melbourne, Sydney, Melbourne, out. As can be seen from the list 'out' has so far been able to mean Adelaide (twice), and Perth. By dint of good house keeping, astute management and the very generous hospitality of host schools as well as Association dues, in time the Treasurer for the time being lost his load of care and from a surplus was able to recommend that outlying states be offered certain free places according to a scheme related to distance from school to Conference. States adjacent to the Conference State were deemed not to need assistance of this kind. Separately is recorded something of that other major project requiring sizeable funds - The Grant-in-Aid Scheme.

THE CRANBROOK CONFERENCE, 1952



Before turning attention to the nature of the Refresher Schools and their programme content it should be said that the on-going business of the Association is carried out at the Biennial General Meeting; and a meeting of the Executive Committee at which all states are represented, and which meets in non-conference years in the home state of the Chairman, as a general rule.

It is as well to set down in some detail the events of the Cranbrook Conference of the Junior Schools Conference of N.S.W. for it indicates the high degree to which those people had developed their own Conference, and also marks out in a general way the shape of the early Conferences of the Junior Schools Headmasters' Association of Australia - the J.S.H.A.A. - (there was no 'H' in it until the 70's).

On a foolscap sheet, folded as a brochure, there appeared in Rowland's careful arrangement dates, times, speakers' names and their subjects, and those helpful details about accommodation and the like. Hire cars would be reserved and waiting (at the station) if desired ('at 10 shillings per car and can be divided between the 4 or 5 members of the group!') A launch had been ordered for a Harbour Trip, tennis and golf could be had, a Common Room and a Reading and Writing Room had been set apart, and there would be biscuits and tea served for morning tea at 11.00 a.m. and supper at 9.15 p.m. And the Welcome mat was out.

Action began at 5.30 p.m. on Sunday, May 11th with the Headmaster of Cranbrook School, Mr. G.E. Hewan, entertaining members to sherry. This was followed by a buffet tea in the Dining Hall at which the Chief Justice of N.S.W., the Hon. K.W. Street, and the Mayor of Woollahra, Alderman Harvey, welcomed members to the School and the Municipality. This was a welcome par excellence, and how they lapped it up!

Fittingly the opening address on the Monday was delivered by E.C. Rowland F.R. Hist. S., F.R.G.S., Secretary of the Conference as well as being head of Cranbrook Junior School - his subject 'The Place of Australian History in our Schools', for Rowland was an Historian of note. On Tuesday and Wednesday there were three sessions, 9.00 a.m., 11.30 a.m., and 8.00 p.m. The day session topics included 'Music', 'Art', 'Mathematics' at Primary School level and later two lectures given by Professor Fred Schonell, "Developments in Modern Education," and "Teaching Techniques in Basic Subjects", and one by Dr. H.S. Wyndham, then Deputy Director of Education for N.S.W. entitled, "Trends shown by the New Syllabus in N.S.W." The close of the Conference came on Thursday morning with a "Summing up of the School", by the Chairman of the Conference the Rev. Fr. M.M. Scott." Here was something for all, but of special interest for the future was the meeting fitted in at 4.30 p.m. on Monday, 12th May at which the decision was taken to form the Junior Schools Conference (later changed to 'Association' at H.M.C. suggestion) of Australia. We were in business (See Appendices 1 and 2).

During the first week of the Second Term holidays in 1954 the

first Refresher School of the Junior Schools Association of Australia was held at Wadhurst, Melbourne Church of England Grammar School with the Principal, Tom Plummer as host. Representatives of Staffs of Junior Schools attached to Independent Schools from all States of the Commonwealth were present. Some forty-eight residents were accommodated at Perry House and an average of one hundred and fifty attended the three lectures given daily.

A series of lectures and discussions was arranged, being led by specialists and leading educationists. They covered a wide range -

- "Classroom and Behaviour Problems"
- "The Junior School Library"
- "What a Headmaster expects of his Preparatory School"
- "Teaching of English in Junior School"
- "Speech Training"
- "Visual Education"
- "Physical Education"

There was a 'Symposium' when the case for Social Studies as opposed to History and Geography was debated by two experts and an 'Open Forum' when five relevant topics were discussed giving the points of view of a prominent educationist from each of the countries, England, The United States and Australia. Memories are unreliable, records flimsy, but there seems little doubt, but that the Australian was Professor Fred Schonell, and The American, R. Freeman Butts, Professor of Education, Teachers' College, Columbia University, who was soon to rock the boat with his "Assumptions Underlying Australian Education."

The social setting was in keeping with the quality of the programme. The Refresher School was officially opened at a buffet tea by Sir John Medley and the members welcomed to the School by the Headmaster, Mr. Brian Hone, and to the City by the Right Honourable the Lord Mayor of Melbourne, Councillor Robert H. Solly. That Plummer and his committee received many letters of appreciation surprised no one.

By the end of the 1950's, with the experience of four Conferences/Refresher Schools behind them the Association as seen by the H.M.C. and educational organisations had grown greatly in stature, as was clearly indicated by the calibre of the main speakers it was able to attract to its programme. Two other trends were emerging. Headmasters like C.E.S. Gordon of St. Peters College, Adelaide, were not only willing to offer the facilities of their schools, but to broaden the outlook of Preparatory School masters to the real meaning and contribution of the Independent School. His address "The Role of the Independent School" is still being quoted twenty years after it was delivered. The other trend was the willingness of Preparatory School staff members and headmasters to expose for all to see special projects and concerns which were of abiding interest to them in their daily round and leisure time; examples of this were Fred Dyer ('Scouting'), Ernest Roe ('Dramatics') and Doug Fraser ('Clubs and Societies'). There was, too, a noticeable trend to including in the conference fare the problems of human relationships, 'Teacher and Child' (C.O. Healey, Headmaster of Sydney

Grammar School), 'The Problem Child' (Donald McLean), 'The School and the Family' (Rev. Frank Borland).

Well to the fore was the spiritual dimension; it had become customary for the Conference proper to begin with an Act of Worship, and provision was made by the host school for Holy Communion to be celebrated before breakfast, with an invitation for all who cared to do so to attend. Standard practice was the invitation to see in detail the many facets of the school, and the mounting of displays of equipment, books, teaching aids and so on in co-operation with educational suppliers. And, of course, open house in housemasters' and headmasters' quarters after the evening meetings. These were rich in fellowship, incalculable in the cementing of personal and professional friendships, with no account taken of rank or position, but no doubt headmasters with a weather eye open for prospective staff, ambitious young men with an eye to the future. Brochures awaiting arriving guests were becoming increasingly informative and attractive with the incipient temptation for the next host state to outdo its predecessor. But reasonable bounds were kept and the rising standard of production was simply an expression of lessons learned and greater expectancy on the part of the participants.

The Conferences of the Sixties saw a widening of horizons, and at the same time a concentration both of in-service training by the careful arrangement of Teacher Training Sessions which were of the greatest assistance to the less experienced among the teaching staffs, and a briefing of headmasters in particular in the areas of giftedness and slow learning. There was no doubt that the idea of Primary School people requiring specialist knowledge was becoming recognised. As Connal used to say, the secondary schools were more interested in teachers who were scholars, whereas in the Junior School teachers had to be able to teach, and this in the face of Sir James Darling's deliberately facetious remark at one Conference (was it Wadhurst in 1954?) that Senior Schools know only too well that Preparatory Schools teach them nothing, or it would appear so.

The breadth of outlook came from such able educators as Dr. W.C. Radford ('The Expression of Aims in Junior School Curricula') and Professor C.E. Moorhouse who drew attention to that new power in promoting the cause of the growing needs of education, The Australian College of Education. Radford, in 1964 at Scotch College Melbourne, again made a major contribution in his address on the work of the Australian Council for Educational Research, of which body he was Director.

The brochure prepared for the Fifth Biennial Refresher School held at 'Shore' in 1962 set out the programme in a related theme, a practice which became standard for others which were to follow. It read ...

Theme of the Refresher School

"The Informed Teacher - in concept and practice and as a citizen."

And it went on to state

The programme has been arranged to cover aims expressed in the theme and provides:-

- (i) A series of lectures on professional topics by recognised educationalists.
- (ii) A number of sessions running concurrently - Teacher Training Sessions - conducted by practising teachers and educators to cover a wide range of subject in Primary Age groups at the classroom level.
- (iii) A series of talks by recognised authorities in their respective fields in topics vital to the informed Australian citizen - although not immediately related to teaching.

In connection with (iii) some will recall the coming of Sir William Gunn to speak on "The Wool Industry", and the interruptions to it by overseas phone calls which he parried more easily than a headmaster having his lunch break reverie broken by a small boy with some dismal tale to tell. It was all very educating for the educators.

The 1964 Refresher School at Scotch College, Melbourne saw the introduction of a new spot in the proceedings - a report from a Grant-in-Aid recipient, G.H. France, on his visit to Great Britain in 1962. This, too, was to become regular practice. So advanced had the teacher training aspect become that the Refresher School offered no less than thirty two groups in three sessions. To make the coming of participants even more enriching it was arranged for Mr. H.R. McWilliam, then Principal of Mercer House, to come into residence and be available as an educational adviser to give advice and direction to teachers. There were many who sought his guidance for Ron McWilliam spoke not only with authority, but with a kindness and charm that had long before set him apart by his contemporaries as an example of that personal continuity which C.E.S. Gordon had declared to be one of the pillars of Independent Education.

The Seventh Biennial Refresher School was held at St. Peters College in Adelaide in late August 1966. This was the second venture beyond the eastern states and the second time at S.P.S.C. This time organised by Mr. M.A.P. Alliston, who had succeeded Trevor Jones on his translation to St. Ives. The organisation was superb and the detailed attention given by Maurice Alliston long remembered by those who sought to keep pace with him, or who were enjoined to do so. It was an object lesson to any in doubt about what the carrying out of a responsibility was intended to mean. It was a sad loss to the Association when within ten year's time Maurice was to return to his Senior School for special duties. While much the same pattern emerged as in the previous one or two Refresher Schools, there was one notable change - two special Sessions for Headmasters, and held at Westminster School and so, in that sense, separated from the main stream. It will be noticed that the term 'Refresher School' has been used in the brochures to date. This 'Headmasters Conference', as it were, led in future years to the use of 'Conference and Refresher School' with Headmasters gathering a day or two

earlier than members of staff to discuss administrative concerns of common interest; but to this we need to return.

The decade of the Sixties drew to a close with the Newington Refresher School in 1968 and while much of the time was given over to the usual fare two matters projected themselves as new - a raising of the sights towards 'Teaching Gadgets' (the brochure's term, not the authors'!) and other aids, and, for the first time, the inaugural Wells Oration delivered most appropriately by Dr. T.H. Coates, Headmaster of Wesley College Melbourne, and again, appropriately in its sister (or is it brother?) school in Sydney. To close the era, here are a few statistics to show the increase in membership of the J.S.H.A.A. over the period:-

	<u>VIC.</u>	<u>S.A.</u>	<u>W.A.</u>	<u>Q.</u>	<u>TAS.</u>	<u>N.S.W.</u>	<u>TOTAL</u>
1960	17	4	1	5	2	17	46
1968	26	6	8	8	3	20	71

By the time of the Annual General Meeting of 1970 held at Bostock House, Geelong, Church of England Grammar School, Highton, Victoria, the membership had risen to 89 and to indicate the growing stature of the Association we turn to a few items on the Balance Sheet as contained in the Honorary Treasurer's (B.H. Leak) Report.

(a) Bank Account	\$2817
(b) General Account	1203
(c) Grants-in-Aid Account	2853
(d) Wells Oration Imprest Account	100

The subsidy scheme had proved helpful and of the 32 places offered 22 had been taken, and a review was decided on for future Conferences and Refresher Schools. Time, too, to look at the Constitution for there seemed to be an anomaly concerning membership as it was not clear whether membership applied to the person or to the school. Even the question of the inclusion of a Sales Tax Exemption was raised and the Executive Sub-Committee considering the revision of the Constitution was instructed to examine these matters.

It was interesting, too that the whole arrangement of Conferences and Refresher Schools came under scrutiny on the motion from one of the States. It read, "That Executive Meetings should be held annually, that Conferences should be held biennially as at present, but coinciding with Conferences of the Australian College of Education, that Federal Refresher Schools be held every three or four years and that home States should hold their own Refresher Schools in the intervening period." The purpose of the recommendations was to stimulate discussion, but it did draw attention to the changing scene across Australia. There was simply a proliferation of Conferences and such-like organised by various groups so that the need for the Association to spend time and money to meet its own requirements or desires was diminishing. Examples given were the greater volume of educational literature available, the Australian College of Education was possibly fulfilling some of the

functions of Refresher Schools, and there was an increasing liaison between the State and Independent Schools in-service training courses. As with the Constitution a special Refresher School Investigation Committee was set up for the purpose of assessing the effectiveness of the work carried out at the Refresher Schools. If one of the signs of an educated person (or group), is the willingness to entertain a new idea - as had been suggested some years ago by a representative of the Ministry of Education in England - then the educators meeting at Bostock House on Sunday, 30th August, 1970 could claim to be themselves educated.

The next 'out' Conference and Refresher School took four years in the planning, for Western Australia is for many Australians somewhere between Adelaide and Capetown. Chairman, Don MacLeod and host Headmaster, Greg Leek were adamant that when their colleagues gathered at Aquinas College, Manning, Western Australia on Sunday, 27th August, 1972, it would be seen that what those people beyond the Nullabor could do, W.A. could do better. With the experience of many such occasions behind them, a superb location, top line professional resources to draw upon, and a team of the most respected and efficient J.S.H.A.A. members to fit all the pieces together and give it zest, a superb occasion was expected. And such it proved to be. No less than forty six Members had come from the eastern states. There were two Time Tables, one for Heads of schools which ran from Friday to Sunday morning, followed by the Refresher School commencing on the Sunday evening with an Ecumenical Service in the College Chapel, the preacher being The Very Rev. John Hazlewood M.A., Dean of Perth, and then at 7.30 p.m. the 1972 Wells Oration. So full and varied was the programme for the ensuing three days that four large pages of the most impressive brochure were required to contain it all. What then was new? Without hesitation one must answer, the first awards of Honorary Life Membership, the highest honour the Association could bestow. The first recipients, in the order of election were:-

Mr. T.G. Jones
Mr. E.L. Dixon
Mr. H.R. McWilliam
Mr. J.G. Hart

These were announced by the Chairman after Mr. K. Lyall had spoken on the guidelines which formed the basis of the Executive Committee's recommendations. Briefly stated the guide lines were -

- (1) This is the Association's Highest Honour.
- (2) It is intended as recognition of outstanding service to the Association in particular.
- (3) The Honour should be conferred only on retirement.
- (4) It is not awarded solely on years of membership.
- (5) The ability to continue making a contribution to the Association could be a factor.

It was a glad occasion marking as it did another milestone in the maturing Association - with just a touch of sadness, and even that was

mingled with congratulation - for Ken Lyall had been invited to serve the cause of education in a different sphere which would require his total loyalty and commitment.

Both the 1974 and 1976 Conference and Refresher Schools followed the broad pattern set in Perth with Headmasters meeting for a day or so before the Refresher School began. At the former, at The Kings School, Parramatta, there emerged a new factor arising out of financial possibilities contained in the Karmel Report, on the condition that membership of the Conference and Refresher Schools be opened to people outside the J.S.H.A.A. The Victorian Committee was empowered to investigate and report to the May Executive Committee Meeting (1975) their views on opening the course sufficiently to permit the availability of Karmel Funds (It had already been made known that the 1976 gathering would be at Melbourne Grammar School.) This direction was followed by a clinching motion, 'That the 1976 Refresher School of this Association may be opened to members of other systems.'

One suspects that the Theme "Foundations" chosen for Wadhurst in August - September 1976 was the brain child of Canon Peter Whiteside, Principal of the host school, for his long association with the Incorporated Association of Preparatory School (I.A.P.S.) in Britain prior to his coming to Melbourne would have made the title familiar to him. Main Conference Lectures were given by experienced Principals who had had association with Junior Schools and there were top line educators to give the necessary leadership in the specialist areas making up the Refresher School programme.

It was fortuitous that Wadhurst was the chosen venue for the 1976 Conference for it was here that colleagues had met for their first gathering in 1954, and now for the last to fall within the first 25 years of the Association's history. For one member, T.W. Plummer, it had special significance, for Tom, the dapper Principal of Wadhurst, had graciously hosted and honoured his colleagues on that first occasion, and now with acclamation they were to honour him with Honorary Life Membership. Bob Gilchirst, retired, was a disappointed absentee as it was only the second Conference he had been unable to attend in the quarter century. His reason for non attendance was accepted, for, as in 1964, he was abroad attending the I.A.P.S. Conference, then in Oxford, this time in Cambridge. He had been invited to accept Honorary Life Membership of I.A.P.S., the first former Headmaster to be so honoured outside the United Kingdom. The significance of this drawing ever closer of I.A.P.S. and J.S.H.A.A. will no doubt be of increasing assistance to future Grants-in-Aid nominees and others travelling to Britain on professional or private business.

In 25 years the J.S.H.A.A. has arrived. Membership has reached the 100 mark; its vigour and enterprise are undiminished; and its camaraderie is as strong as it was in the heady days of its foundation.

SOME MAJOR ACHIEVEMENTS

1. THE GRANTS-IN-AID SCHEME
2. THE WELLS ORATION
3. THE PUBLICATIONS.

The Association's Journal

The Well's Oration

Major Conference Addresses

THE GRANTS-IN-AID SCHEME

The Grants-in-Aid scheme had its origins in a charming oast-house at Beech Woods, Sussex, U.K. during the summer of 1957. At the time Trevor Jones, then Master-in-charge of St. Peter's College Preparatory School, Adelaide, was on study leave abroad. His studies in the U.K. were partly subsidized by a grant from the Imperial Relations Trust - a privately endowed organisation concerned with promoting British cultural and educational traditions abroad. Through the I.R.T. grant, Trevor met Miss Judith Jackson, then Secretary of the Trust, and had several discussions with her at her Sussex home, a converted oast-house. One outcome of these discussions was a proposal that the I.R.T. might assist J.S.H.A.A. members visiting England on study tours. Though the proposal was, strictly speaking, outside the scope of the I.R.T., and despite the dwindling resources of the Trust, Miss Jackson's charm and persuasiveness prevailed. As a result, the I.R.T. offered £500 Sterling (quite a sum in 1957!) for a trial period of 5 years, provided that the recommended recipient was also subsidized by the J.S.H.A.A. and was prepared to spend not less than 3 months in the U.K.

In 1958, at the Biennial General Meeting of the J.S.H.A.A., the following resolution was adopted unanimously:

1. That the J.S.H.A.A. establish a Scholarship fund for the purpose of making grants-in-aid to a selected member of the Association for overseas study.
2. That the Executive Committee (now the Council) be empowered to authorize payment into this fund from the Association's annual income from membership subscriptions.
3. That State Branches be directed to pay into the fund not less than 75% of the remaining profits from Refresher Schools conducted in their States.
4. That the Executive Committee appoint biennially a Grants-in-Aid Committee of three, of whom not less than two be Members of the Association, to work out details associated with the establishment of the Grants-in-Aid fund, to invite and receive applications for grants-in-aid, and to make recommendations to the Executive Committee for awards from the fund.

The first Grants-in-Aid Committee was then established, with Ron McWilliam as Chairman (then also Chairman of the J.S.H.A.A.) Trevor Jones, and Brian Hone (then Headmaster of Melbourne Grammar and Chairman of the Headmasters' Conference).

The first grant under the scheme was made in 1959, and since then, up to 1977, nine grants have been made. The list of recipients is printed below.

In 1964, after a generous extension of the I.R.T. subsidy for another year, the provision of G-i-A fell on the Association alone. In 1972 when there were three outstanding candidates, an approach was made to Sir Cecil Looker, who had previously expressed some interest in such a scheme. As a result, Sir Cecil made a generous supplementary grant which made it possible to offer significant grants to all three applicants.

Even with Sir Cecil's generous help, however, the G-i-A fund was considerably depleted. It received a boost in 1973, following the Perth Conference and Refresher School, the committee of which displayed such incredible accounting efficiency that over \$1200 was paid into the fund under Provision 3 of the original resolution. The fund has also benefited from the wise investment advice provided by Bill Leak, Treasurer of the Association for several years.

Despite these aids and the income from investments, the G-i-A fund is being depleted rather than augmented. It has become more difficult to run Refresher Schools at a profit owing to inflation; and there is as yet no sign of a donor such as Sir Cecil Looker.

So the future is in some doubt. One proposal before the Council at present is that the G-i-A scheme be modified to allow for smaller grants, hopefully more frequently, to members wishing to spend study leave on touring Australian schools rather than abroad. At the time this history was prepared, this issue was still unresolved.

In conclusion, it seems fitting that this history should record the gratitude of the Association to some people whose interest has made it possible for the scheme to get started and to continue:

- (1) Miss Judith Jackson, Secretary of the Imperial Relations Trust, without whose help the scheme would probably never have got off the ground.
- (2) Ken Lyall and Bill Leak, whose competence as treasurers made it possible to swell the funds available for G-i-A.
- (3) Sir Cecil Looker, whose generosity made it possible for the G-i-A to continue making grants at a critical period in its history.
- (4) The nine recipients of the grants, whose professional competence and interest have made it possible to feed back information and ideas into the J.S.H.A.A. and so commended support for the scheme among the members of the J.S.H.A.A.

RECIPIENTS OF GRANTS-IN-AID

1959: Richard Cornish, Master of the Preparatory School,
Haileybury College, Vic.

1962: Glyn France, Master-in-charge Preparatory School,
Camberwell Grammar, Vic.

- 1964: (a) Bob Gilchrist, Headmaster of Scotch College
Junior School, Adelaide.
(b) Edward Dixon, Headmaster of Tudor House, N.S.W.
- 1969: Maurice Alliston, Master-in-charge, Preparatory School,
St. Peter's College, Adelaide.
- 1972: (a) Don Brown, Master-in-charge, Preparatory School
(Lindfield), Newington College, N.S.W.
(b) Roy Zimmermann, Master-in-charge, Preparatory School
(Stanmore), Newington College, N.S.W.
(c) Bruce Gregory, Headmaster of Wesley College Preparatory
School, Melbourne.
- 1975: Bill Leak, Master-in-charge, Preparatory School,
Prince Alfred College, Adelaide.

The late E. A. Wells
Headmaster, Wesley College Junior School, 1936-1967



THE WELLS ORATION

In 1968, at the Conference and Refresher School held at Newington College, another landmark occurred in the development of the Association - the introduction of the Wells Oration.

Edward Adrian Wells, B.A., Dip.Ed., (known affectionately as Eddie to his colleagues) began his teaching career at Wesley College Junior School in Melbourne and spent the remaining forty-seven years as Headmaster of the Junior School. He had a distinguished career academically and professionally; and in games during his active years. As a foundation member of the Association he soon became well known to all his colleagues in Junior Schools across the country - for his charm, wisdom and infectious humour. To quote Dr. Coates, who was Headmaster of Wesley at the time of Eddie's sudden death: "He was a man of large frame and large character ... a gifted and highly successful teacher, and his understanding of junior boys was nothing short of phenomenal. Gracious and dignified of speech, he always had boys 'speaking their best' to him; yet his playful good humour, and, on occasion, his rollicking sense of fun were always available to keep life from becoming sombre."

Association members during the Eddie Wells years will remember him as a personality and a professional schoolmaster of impeccable integrity. It was because of these memories of him and the values he stood for that his Association colleagues in 1967 considered some kind of memorial to him. Finally, by unanimous vote of the Council and with the consent of Eddie's widow, it was decided to establish this memorial in the form of an inspirational address to be delivered at future biennial Conferences/Refresher Schools and to be known as the Wells Oration.

The Association has been singularly fortunate in having such a series of distinguished speakers to deliver these orations. The list below speaks for itself:

- 1968: Dr. T.H. Coates, O.B.E., B.Sc., M.Ed.(Melb) Ph.D.(Lond),
F.A.C.E. -
"Some Thoughts on Moral Education"
- 1970: Emeritus Professor W.H. Frederick, M.A., Dip.Ed.(Melb)
F.A.C.E. -
"Teachers and Technology"
- 1972: Mr. Kim Beazley, M.H.R., M.A. -
"Education and Changing Social Philosophies and Values"
- 1974: Professor Leonie Kramer, B.A.(Melb), D.Phil (Oxon)
"A Critique of Progressive Education"
- 1976: Dr. I.V. Hansen, B.A., Dip.Ed.(Adel), M.A.(Ed) (Soton),
Ph.D.(Melb), M.A.C.E. -
"Foundations and Leadership - a Moral View"

With this kind of foundation, the Wells Oration looks set to

become an institution as long-lasting as the Association itself - a fitting tribute to a great schoolmaster.

THE WELLS ORATIONS

Selected excerpts:-

1. From "Some Thoughts on Moral Education", by T.H. Coates, O.B.E., B.Sc., M.Ed.(Melb.), Ph.D. (Lond), F.A.C.E. - 1968.

"The preconditions of moral education at school would appear to be order, purpose, active participation of boys and masters in agreed tasks, a certain happiness and zest, which produces the stability of the spinning gyroscope rather than that of the placid but dead codfish, and efficient learning. Given these and perhaps a few more, and given teachers with a sufficient interest, quite a lot of moral education can and does take place. Moral education is much more than a matter of securing good conduct, but in an environment where good conduct has not been made reasonably secure true moral education is unlikely to take place at all."

"...in closing, I would say that moral education requires essentially that we -

- (a) deepen and personalize the sense of obligation in young people;
- (b) extend the range of understanding of human actions in their social context.

The two processes interact, and unless both are present we are not likely to have much success. But the most important single ingredient for success is that we ourselves should be willing to declare and discuss our values, and to show that we care tremendously about them, that we regard them as values in their own right because men are men, and not merely because we happen privately to hold them."

2. From "Teachers and Technology", by W.H. Frederick, M.A., Dip.Ed., F.A.C.E. - 1970.

"What can the schools do to counter the debasing influences of the media and stimulate demand for better quality, particularly in the all-powerful medium of television? In the first place, those who speak for them must continue to press upon controllers of policies and programmes their responsibilities to standards as well as to shareholders. In the second place, aware as they must be that raising the general level of taste is a slow process, they must persevere in their endeavours. They must continue to present a 'vision of the first-rate' and to try to win allegiance to what has quality - in literature, in art, in music, in behaviour. They must persist in the task of giving training in clear and honest thinking. They must strive to dispose those they teach to exercise critical judgments about the influences that are playing upon them. In particular, they must promote

resistance to what is 'phoney' and degrading in advertising and combat with unrelenting vigour the ignorance and credulity on which it capitalizes.

In order to create a market for better English and to challenge the broadcasting agencies to better performance in the use of it, schools must bring their pupils to greater awareness of the art of clothing thoughts with words in speech and to greater proficiency in this art. We have always accepted training in written expression as a serious concern. Not so training in the spoken word, apart from the incidental discipline applied in the oral exchanges of the classroom... As a result our children ... tend to be inhibited in their speaking and lack the self-confidence and poise that come with command of oral communication."

3. From "Education and Changing Social Philosophies and Values", by K.E. Beazley, M.H.R., M.A. - 1972.

"I want to put three questions to you and to ask you to find the way to answer these, not now but by your future actions, in the affirmative.

The first. Can you think and plan so that you can advance education, not merely in your own schools but in the State schools also?

Can you think and plan ways to advance the spiritual, moral and physical welfare of the children in the State schools?

Can you think and plan ways to advance the spiritual, moral and physical welfare of Aboriginal children?

Never forget that large numbers of people who do not consciously accept your values, and who do not accept your commitment, if you have a commitment, nevertheless expect you to stick to your guns and they will feel betrayed in an odd way if you do not.

... From the very nature of your commitment you must be concerned at the whole educational climate of this country, not just your own schools. If you are only concerned with your own schools, you will ultimately be distrusted and the distrust will be justified because it will be a denial of your commitment.

... Shrunk concern in those committed to a Christian education will inevitably produce the charge of exclusiveness and privilege. Why should it not? If you are Christians you are not dedicated exclusively to bringing the mind of Christ to those who can afford to pay the fees.

... It is the fulfilment of the implicit commitment of your schools that they are instruments to change social philosophies and values Godwards - towards the mind of Christ. This is not a Governmental action. It is something you are uniquely placed to achieve if you follow the logic of your commitment, and if your

commitment is total you will achieve far beyond the range of your own schools."

4. From "A Critique of Progressive Education", by Leonie Kramer, B.A.(Melb), D.Phil.(Oxon.). - 1974.

The moves to destructive learning, to abolish examinations, to reduce the teacher's role to 'consultant' or 'adviser' might not greatly affect those students who have a favourable family environment, where education is valued and parents are interested in learning. But for those students who are not so fortunate - and they might be in the majority - we are ensuring deprivation. If they are to have a chance to make the most of their natural abilities, they must be given a stable educational environment, and realizable goals, and they must be told exactly how they are progressing in the essential skills of reading, writing and counting. Our methods of teaching them will, of course, be different in many ways from those that were familiar to us as pupils. We cannot and should not resist the adaptation of our methods to the needs of our students. But neither should we, in the name of progress, deprive our students of the opportunity to acquire those skills by virtue of which we are able to follow our chosen occupation. It is all very well for the educational pundits to talk about creative thinking and the 'fully functioning person.' But a person is what he knows as well as what he feels; and it is no good pretending that we can teach him to think, without giving him substance to think about. Of course, our system is imperfect. But you do not cure ills by creating others, least of all by creating false oppositions between the acquisition of knowledge and enjoyment, between intellectual training and self-expression, or by creating false hopes about an egalitarian Utopia. If our students ask for bread, and we offer them a stone, they will not be deceived by its coming in the guise of 'multi-dimensional learning experience.' It is for teachers themselves to challenge the theories and pretentious abstractions of educationists, and to trust their reason, common sense and practical experience against the passing fashions of a period addicted to the search for novelty; or worse, of those ideologically committed to the destruction of the pursuit of excellence, the respect for individual achievement and the preservation of cultural values that should be the central objectives of our educational system."

5. From "Foundations and Leadership: a Moral View", by I.V. Hansen, B.A., Dip.Ed.(Adel.), M.A.(Ed.)(Soton), Ph.D.(Melb.), M.A.C.E. - 1976.

"Who are these leaders who may come from your schools? By leaders I do not mean the commanders of vast battalions, nor the captains of industry, nor the tycoons of technology. I mean the imaginative individual who feels for others and who has at his centre a pool of quietness. He may become the chairman of the residents' committee in a block of flats or the organiser of a part-time task-force working in an underprivileged area of a large city.

He may argue in his place of employment against a move which, while within the consumer protection laws will nevertheless disadvantage the supermarket purchaser; he may gather around him a group to sandbag the banks of a flooding river to protect a pensioner's home on the outskirts of a country town. For these are the forgotten areas of leadership. There are no worldly rewards here, no plaudits and acclamation.

We are vain, all of us, vain. The industrial progress of this century has always told us to think big, but we think too big too often. Fever has no place in a true leader. Neuroticism and anxiety are not part of leadership. We forget that applause may be insidious, may eat into the honesty and truthfulness of headmaster, teacher and pupil alike. 'Vanity, vanity, all is vanity, said the Preacher'.

There is an antidote for this poison. 'Blessed are the merciful'. We use our unsophisticated naming theory with the word 'merciful'; we simplistically label it. This will not do. It is far more subtle than that. The Hebrew word for mercy is almost untranslatable; it requires an extended paraphrase. It does not mean only to sympathise with someone in the popular sense of the term; it does not mean simply to feel sorry for someone. It means the ability to get right inside that other person, to see things with his eyes, to feel things with his feelings, to think things with his mind. And it is even more than empathy; it is, at its highest, identification.

Educational research throughout the world is pressing our thinking further and further back in the education process. The period of intense concern for the adolescent in the secondary school is passing. Our attention is being focused more and more upon the primary school years. There, we are told, is where it is all happening Staffs in junior schools have more than they know to do with the final products of their senior schools. If, then, mercy is a key characteristic, or imagination, or tranquillity, or any of the others we have so briefly considered, the junior schools, in laying foundations, must set these blocks into the mortar firmly and truly.

Despite 'MacLeod' and 'The FBI' on television, the young person cannot yet resist a story, told or read to him by a real live person. Today, of course, he may fidget and fiddle more than he would have in earlier generations. That is a by-product of television-watching ... Educators will have to learn to live with this behaviour. But the young person still loves a story, for it is a part of his pre-historic inheritance. The current access we have to stories for the young is easier than ever before. There is something to hand for the encouragement of any response we consider valuable. The boy may come to know through stories courage or mercy or tranquillity.

Consider the issue in Patricia Wrightson's 'I Own the Racecourse!'

A small boy who is different (he is retarded) is at the mercy of an adult world that will not understand, and his young neighbourhood friends learn to live with him and accept him. Or Ivan Southall's 'Let the Balloon Go.' A small boy who is different (he is spastic) attempts to cope with loneliness and self-rejection and succeeds in forging a real 'persona'. Or Allan Eckert's 'Incident at Hawk's Hill', where the withdrawn youngest of a family finds peace. Or Maia Wojciechowska's 'Shadow of a Bull', where a fatherless boy struggles with what he alone knows is his cowardice. Such intimations matter; they matter a great deal.

For them to become a part of a school's functioning, headmasters and staff must themselves care about them. If such authority-figures are seen to put store by the human qualities we have been considering, then those very qualities may become internalised within the lives of pupils. As our business-management study put it earlier, unhappiness comes from a failure to develop gentle and loving attitudes not only towards others but also towards oneself. Seeing aspects of ourselves that do not please us is spiritually damaging. We need a context within which we may make judgements upon our own behaviour. Only thereby may we approximate to the best of the human-ness that is within us.

We have seen, then, something of the learning climates and subsequent styles that lie behind the pupils in schools. The picture that emerges is not, on the face of it, an encouraging one. It does not make the laying of foundations a simple matter; there is much clearing to be done. If with insight and constancy we establish a base, then the community sense that undergirds the schools should enable us to pursue a concept of leadership. That concept is not the popular or generalised one of leadership as high-status, but of leadership as a reasoned and sensitive response in needful situations. We may be encouraged by what appears to be a renewal of concern for a comprehensive view of life. Pits yawn in our path, not the least of which is our readiness to be seduced by blandishments and adulation. Nevertheless, our hope may be in the blessedness of the merciful, in the capacity to give ourselves, losing in order to find...."

THE ASSOCIATIONS PUBLICATIONS

1. The 'Junior School' 1952 - 1958 : Editor R.J. Gilchrist,
Scotch College Junior
School, S.A.

Included in the first Constitution of the Association there appeared the following, "A Bulletin giving news of interest and comments on current topics in the world of education shall be issued twice a year to all members, an editor appointed by the Conference (Association) undertaking this task." The first to be so appointed was R.J. Gilchrist and in a letter sent to members in May 1953, following an Executive Meeting of the Association held in Melbourne, E.C. Rowland reported, "The Editor produced the first issue of the bulletin we asked him to edit. He has called it THE JUNIOR SCHOOL. All members will receive a free copy." We were in business, but a fairly precarious business it proved to be as the Association itself tried to find its own feet and ensure some sort of a useful future.

The third issue of 'the Junior School' appeared in July, 1956, and was a prelude to the Fifth Biennial Refresher School held at St. Peter's College a few weeks later. It contained a statement of regret from the editor concerning the long delay in publishing since the issue of June, 1954 and gave an implied warning that clouds were appearing on the horizon with stormy weather predicted.

Nevertheless, the July issue was attractively produced on glossy paper and included in its twenty pages a couple of photographs and interesting Branch News from N.S.W. Understandably at successive annual meetings of the Executive the question of the journal was raised and discussed. In May 1955 it was agreed that an issue should be published that year including some or part of the addresses given at Wadhurst in 1954 and some advance notice of the 1956 Refresher School. The question of advertising in the publication was raised and viewed positively, although it was decided not to change the policy for the forthcoming issue.

In May 1957 the editor was able to report that one advertisement had been secured, that of Rigby Ltd, and that approaches made to other business organisations connected with text books, teaching aids, school furniture and the like were receiving careful consideration by the managers and a number of questions regarding cost had been asked. It was suggested by the Chairman that the credit balance held by the Federal Body could be used to employ an advertising agency, but for the next issue the matter was to be left with the editor.

This meeting of the Executive looked at the future plans for the journal very seriously and saw the need for state correspondents. It should be a family journal with articles on interesting things being done in schools. It was suggested, too, that correspondents should meet once a year to discuss Editorial policy, and that state branches should really pull their weight to a greater extent than was presently evident. The meeting went so far as to agree that the

editor and state correspondents (who need not be members of the Association - that is, a member of staff could serve) should form the Editorial Committee and meet annually under the Chairmanship of the Editor with expenses being met where necessary from Federal funds. A very interesting additional decision was that an account of the development of the Junior Schools Association should be placed on record and that this record should be published in the 'Junior School'. Well, it has taken twenty years to get this project off the ground, and almost as many since the demise of these first grandiose plans, for as we shall see, publication had ceased by the end of 1958. But we have leapt ahead too far.

A very significant inclusion in the July issue of 1957, following the Refresher School of 1956 at St. Peter's College, Adelaide, was the Presidential Address delivered by the retiring chairman; significant not so much for what it contained, although it was first class as would be expected, but because nothing of the kind had been attempted before. It was breaking new ground, and for a reason best stated in the speaker's own words. "In learned or professional associations it is the custom for the retiring chairman to give a Presidential address, devoted normally to the exposition of some significant current problem in the field of interest to the association. Though we are indeed a very young association, I feel we have attained sufficient status and dignity at least in our own eyes, to warrant the adoption of such a custom." But it was a once only custom, as future chairmen seem to have been content with some paragraphs to introduce each Conference in the appropriate brochure setting out the programme.

The issue No.5 published in October 1958 was the most ambitious of the series. It ran to thirty six pages which included four advertisements, Branch News, a section on interesting activities from the schools accompanied by photographs, and a reprint of two of the 1956 Conference addresses. But the writing was on the wall in spite of encouraging letters from some H.M.C. headmasters to whom copies had been sent. The cost of producing 250 copies amounted to £91.5.0; the re-imbursement from advertiser £31.0.0, and 164 copies were sold to the various states for distribution at 3/- per copy.

The whole matter of the continuance was raised at the Biennial Meeting of the Association (not the Executive Meeting) at St. Ives on 28th August, 1958, and came in two parts. The editor in his report spoke of the difficulties in production and referred to the co-operation and interest of the printing firm's approach in South Australia. It was decided that the choice and number of advertisements be left to the Editor. Then later on the agenda came two major new issues; the question of affiliation with I.A.P.S. (U.K.) and initial proposals regarding a Grants-in-Aid Fund, already fore-shadowed by a motion lodged with the Executive two months beforehand. At this point there arose a second look at 'The Junior School' - the matter of its continuance. It was said that publication of talks from the current Refresher School as soon as possible after the conclusion of the school would undoubtedly affect the next issue, and

that the future of the journal depended on articles written by young and enthusiastic men. One member said it was too ambitious a project in its present form; one of the objects of the journal was to give the Association status, but it was giving it none at all. Another colleague from the eastern states spoke for its continuance and agreed with the South Australian that it acted as a cement to the Association and members of staff. The outcome of the debate was that the next issue be printed as soon as possible and that a decision of future issues be left to the Executive Committee which would be meeting in May, 1959.

Came the Executive meeting, held at Glamorgan on 2nd May. In spite of a relatively poor attendance, there was clearly a constitutional quorum present, so the meeting proceeded with the business, including the difficult questions! In view of the decision to be taken on the future of 'The Junior School', the Treasurer's report was interesting.

	£
Cash Balance	353.13. 7
Fees due	63. 0. 0
Assets	416.13. 7
Grants-in-Aid Fund	188.13. 0
Accumulative Fund	205.14.11
Loss on current Issue of "Junior School"	68. 1. 6

The feeling of the S.A. members, as conveyed in a letter from the Editor, was that they would be sorry to see it discontinued. Members from N.S.W. and Victoria felt otherwise, and said so, and as a consequence it was proposed that ... 'In view of the present financial commitment of the Association that for the time being the publication of 'The Junior School' shall be discontinued', and this was carried. Speculation is the bane of the historian, but one wonders how the picture would have looked by the next Annual General Meeting; whether a loss of less than £70 was not worth another try; or whether the new star on the horizon, the Grants-in-Aid Scheme could have been delayed in its rising for another year. Be that as it may the cement of which the South Australians had spoken had crumbled, and the recording of the event may, in the late seventies, kindle a desire to revive effectively the kind of publication of which the pioneers of the Association dreamed.

It was the end of an era and there remained a vacuum in regard to effective and regular communication between members until 1965, at which time, to meet an increasingly felt need, a new start was made and the Bulletin, original name for the Association's organ of communication, saw the light of day in a more modest form.

The 'Bulletin'

(1) 1965 - 1966.
(Numbers 1 - 2)

Editor T.G. Jones
St. Ives, Sydney Grammar
Preparatory School

The contents began, "This is not an editorial ... It is merely a note to all members, appealing to them to support this Association project. We want to make this Bulletin a means of communication between our far-flung members, who normally meet only at our biennial conferences." The editor then went on to detail how this could be done and suggested the kind of contributions that would help, and concluded, "Please help to give it nourishment so that it will survive."

The issue, four foolscap size sheets folded and stapled to make a neat sixteen page booklet of duplicated material, contained Association News (Federal and State), excerpts from two Conference Addresses and some useful information about Mercer House, Teaching Laboratories and the Grants-in-Aid Fund.

Number 2 reached members in November 1966 with a blast from The Editor directed at all states except his own, N.S.W., for no contributions had been received outside that state. It was the old familiar plea. The bulletin itself was arranged in a more sedate, but not glamorous form. It contained eleven quarto pages printed (duplicated) on one side and neatly stapled within a semi-stiff card board cover, and was received gratefully by those for whom it was compiled.

It was to be that last issue produced by T.G.J., for as Chairman of the Grant-in-Aid Committee, and with other responsibilities looming, it became necessary for him to nominate a successor and the lot fell on E.G. White ('Blue'), Headmaster of Toowoomba Church of England Boys' Preparatory School, successor to the renowned 'Boss' Connal.

(2) 1967 - 1968
(Numbers 3 - 4)

Editor E.G. White
Toowoomba Church of England
Boys' Preparatory School

Volume No.3 of the Bulletin reached members' desks by late July 1967, and appeared in similar format to its predecessor. Within its 16 pages were to be found the usual information regarding office bearers, the revised Constitution for comment and articles of the kind readers were by now accustomed to find. Sadly it was recorded that E.A. Wells had died suddenly on the opening day of the school year; and best wishes were offered to Rev. John A. Price as he took up his new duties as Chaplain of the King's School, Sydney.

The next issue, No.4, July 1968, was to be the last managed and edited by 'Blue' White and was much like the last two or three for by now the Bulletin had settled down to providing the kind of fare

helpful and interesting to all. The revised Constitution had been shown to and wholly accepted by H.M.C. and members were urged to submit nominations for office according to its provisions.

(3) 1969 - 1971
(Number 5 - 8)

Editor R.G. Brewster
The Penninsula Church of
England School, Victoria

After two years of E.G. White's editorship the Association was happily successful in persuading Bob Brewster to take charge of the journal and during his period he was responsible for four issues, those of April and November of 1969, July 1970 and April of the following year. As has already been said of the historical approach to the Conferences and Refresher Schools, to record all the details with much of the overall pattern remaining the same would be tedious, although taking them separately, each issue was far from being that. A new feature, a result of the new editor's inspiration, was the feature "Know your Schools" and short descriptions and histories of five schools from as many states made interesting reading. By November, 1969, the Bulletin had been enlarged to 34 pages and contained a tribute to N.S. Connal O.B.E., B.A., F.A.C.E. whose death had occurred during the year.

An unusual section in the Bulletin of April, 1971, was a two page statement of appreciation from P.C. Streader, Inspector of Schools, Victorian Education Department, who had been nominated by his Department as observer to the Ninth Biennial Conference held at Geelong College. Members' pride stretched to full height when he remarked, "Like the Lilliputian, I felt humility and trepidation in facing a giant - the formidable rally of representatives of so many of the great and famous independent schools of all States of Australia and A.C.T." He then went on with a spate of pertinent comment born of many years in the profession, and ended with a warning on the dangers of dogmatism. "Be creative in your thinking and allow others to be so too. Creative thinkers are flexible thinkers. If this Refresher School has resulted in some of you present becoming more flexible and ready to think and read professionally, then you will gather your disciples. If so, this Refresher School has succeeded in its aims for you." This was the first time an observer from the other side of the fence, as it were, was present, and the move was welcomed.

In his editorship of about three years Bob Brewster had quite clearly given zest to the cause and had trimmed the sails well for his successor.

(4) 1971
(Numbers 9 - 21 to date)

Editor K.E. Emmett
Yarra Valley Church of England
School, Ringwood

The choice of Kel Emmett to succeed Bob Brewster was a happy one, as a careful analysis of "The Junior School Bulletin", as it became known from December 1972, clearly shows. All the old features

were there, and necessarily so for they were service items. But they came in greater fullness, for members were at long last becoming more communicative and there was so much more to communicate. A new and very interesting feature to appear was the section "Around the Schools" - exciting changes in Bellevue Hill, billeting at Illawarra, Pittwater's link with Bathurst, and all manner of educational bits and pieces came together, perhaps to the discomfort of some whose drabness had for too long inhabited the local scene.

Feature items, such as Bruce Wicking's "Open Education at Home and Abroad" were given room, and extracts from such publications as the "Times" ('Education Notebook') warned about fussing over Spelling; and a look at what Karmel Funds and In-Service Training had to do with each other.

Kel Emmett's injection of imagination and drive had at last realized the promise of the long-lamented "Junior School", albeit in a more modest format.

But we have reached the realm of current affairs and at this point the historian must paint with a very broad brush, indeed we must go further and simply poise our brush for the next dip into the resources

2. The Wells Orations (See "THE WELLS ORATION" p. 19.)

The Wells Oration, in keeping with its purpose and the dignity of the occasion, holds status over anything else published by the Association. It has always been attractively printed and presented in booklet form. At first, distribution was as wide as the membership of the Association and the Headmasters' Conference; in more recent times the scope has been extended to include Universities and Libraries.

3. Major CONFERENCE ADDRESSES

Following each of the Conference-Refresher Schools since 1958, efforts were made to reproduce the main addresses in duplicated form and send them on request to members who expressed a desire to have them. Extracts from some of them have appeared in the Association's Bulletins.

PERSONALITIES

NORMAN SCOTT CONNAL - Foundation Chairman

N.S. Connal, Headmaster of Toowoomba Preparatory School did not set out to be a schoolmaster, and certainly not at Toowoomba, for on being told by the Headmaster of Brisbane Church of England Grammar School that he was going up to take charge of the Preparatory his reply came swift and certain, "Not on your sweet life, I'm not." But that night his mentors renewed their assault and as Connal explained, "...the guns were too heavy, and I surrendered." 'Boss' Connal's mother would have called it the guidance of the Lord, but N.S.C. was pretty sure that many people around Queensland would have thought the other party was responsible. He was wrong, of course, for his destiny was to be reckoned by his peers as the greatest among them. He tells how he was once asked by a newspaper to what he attributed his success. "Well," he said, "I can't do anything very well, but I can do a darned lot of things." They printed that. He was then asked what he considered to be the outstanding qualities of a good headmaster, to which he replied, "I believe that the great headmaster is one who is sure that the lavatories are always clean and that his boys brush their teeth regularly and thoroughly every night and morning." They did not print that.

Colleagues from the southern States would have first encountered the earthy charm of Connal when they attended, by invitation of the Junior Schools Conference of N.S.W., their Refresher School held at Cranbrook School in 1952. He was one of the speakers, but his subject was one he had not himself chosen, but one that declares for all time wisdom and insight of the programme committee, for who better to speak of "The Human side of Prep. Schoolmastering" than N.S. Connal. To read again, as many have done, the reproduced address distributed in the course of time, is to live again that remarkable experience, for this great schoolmaster was at one and the same time the quintessence of past, present and future. Connal's address to his friends at Cranbrook should be required reading for all who teach the young; it is part of the riches of growing J.S.H.A.A. heritage.

Norman Connal's choice as the Association's founding Chairman was a wise one, but as we have observed earlier on his appointment drew fire, unfairly and narrowly, from a member of H.M.C. who, in his own pre-occupation with power and position, feared what effect this upstart movement might have on an entrenched position and prerogative. History has declared the fears to be groundless.

Connal's early message to his colleagues, particularly the younger men whose career lay before them, was to allay their fears if, like him, they entered the profession (he called it a trade) by drifting into it, for he had known so many - and he often quoted Sir John Medley among them - who drifted into things and found their real niche in life. This word of encouragement was so typical of the man, but to set it down in words in this way is such a poor reproduction of the real thing, for while it is belly shaking to read Connal, one

THE FIRST CONFERENCE 1954

WADHURST

Melbourne C. of E.
Grammar School

Included are:

The Chairman	N.S. Connal	(Front row 8 from left)
The Secretary	E.C. Rowland	(Front row 6 from left)
The Treasurer	H.R. McWilliam	(Front row 9 from left)
	Chairman 1958-1960	
1972	E.L. Dixon	(Front row 4 from left)
1974	R.J. Gilchrist	(Front row 5 from left)
1976	T.W. Plummer	(Front row 10 from left)
1974	G.S. Moyes	(Second row 15 from left)
and	A.G. Tapp	(Second row 6 from left)
	Chairman 1962-4	



really had to be with the man - to see his big frame fill out the scarcely ample arm chair, to be aware of the fussiness of his cohorts from his own staff who never strayed far from his presence, and to smell that inevitable pipe be it in mouth or pocket. It is hard to capture Connal in print.

The protective attitude of his staff was matched by that of his boys, and this amazed him. "They came to me one dark night," he recalled, "and brought me to investigate a drunken marauder who was indulging in a window-breaking game. Two of them held me by the arms, and one went ahead with a torch and implored me to be careful. Ten of them shoved me under a one rail fence and twenty hoisted me up again. The marauder had fled by this time, but if there had been a contest I am sure my only role would have been that of Moses, who had his hands held up in blessing while the real he-men of the Host of Israel were boxing it out with the Amalekites. On another occasion, a boy brought me something he wanted me to read, and his mate said, sotto voce, "Get his glasses, you silly coot, he's as blind as a bat without them".

Stories of Norman Connal's attempts to turn 'those small wild animals we call boys' into social human beings are as endless as his advice to young men and women is precious. "Would I advise a young man to take on prep-school mastering? No! Not any more than I would advise a young man to enter the Church. A decision to take on the work should come as a calling in both cases."

Norman Scott Connal's greatness was his humanitarianism, but this sprang from his deep spirituality, and it is the marriage of these two that enshrine him among the great Headmasters of his own and any other era.

Normal Connal was for many years a Member of the Australian College of Education and in 1960 was made a Fellow. In 1959 he was honoured by Her Majesty and made an Officer of the Order of the British Empire for services to Education and the Community. His final call came early in April 1969, and at a Memorial Service held in the school chapel shortly afterwards his life and service were remembered by a vast congregation.

EDWARD CARR ROWLAND - Foundation Honorary Secretary

At the time of the formation of the Junior Schools Association Rowland was the Master of the Junior School at Cranbrook, Sydney. In 1953 he became Master of the Junior School at Launceston Grammar in Tasmania, but despite his remoteness he carried on as an effective Secretary of the Association until August 1956. It is as well to record his part in the formation of the Association as he himself recalls it.

"During 1946, I had felt the need for some gathering of the heads of Junior schools in and around Sydney so that we could discuss matters of common interest. Brian Hone, the Headmaster of Cranbrook, was then one of the executive officers of the Headmasters' Conference, and kept me up to date with their activities. I suppose this is what set me thinking.

At the beginning of 1947, I invited the heads of the Junior schools in and around Sydney to come to Cranbrook one Sunday afternoon to discuss the matter over a cup of tea. I am neither sure of how early in the year the meeting was held nor exactly how many men were there. I seem to think that H.Z. Palmer of Scots, J. Price of King's School and the men from Shore and Waverley C.B.C. at least were there. One result was a decision to form the Junior Schools Conference of N.S.W. A constitution was drawn up and this was shown to the Headmasters' Conference and amended and approved by them. We held several meetings in the member schools, usually evening meetings to discuss some relevant matter. In 1948, the first refresher school was held at Tudor House. I was not at it as I was in England at the time, but interstate men were invited and I know some attended. The second Conference was held at the King's School in 1950 and again men from interstate came. The third school was held at Cranbrook in 1952, and it was then that some of the men from interstate asked if the Conference could be re-organised on a Federal basis so that they didn't always have to come by invitation. So, in my study at Cranbrook, we got down to work and re-wrote the constitution on a federal basis. If I remember correctly, Messrs Lewis Clayfield, Tom Plummer and Bob Gilchrist were the men in this. Also present were Rev. Fr. Michael Scott and Ron McWilliam.

The constitution thus drawn up was put to the Heads of Junior Schools then attending the Cranbrook school and approved by them. I submitted it to Mr. Hone for the approval of the Headmasters' Conference, and it was agreed to then, except that we were asked to change the name from Junior Schools Conference to Junior Schools Association as it was felt by the H.M.C. that the use of the term 'Conference' might imply an authoritative body rather than a consultative one. The change was made and hence the name today.

The programmes for the first three refresher schools show a growth and development as the idea of the Association was more and more accepted. At first, the speakers were our own men. Mr. Connal of Toowoomba Prep. was one such, and was always enjoyed. At the Cranbrook school, we branched out and invited Professor Fred Schonell to speak. This was such a success that the idea has since been developed widely."

From 1957-60 Rev. E.C. Rowland, as he had become, was appointed Chaplain to All Souls' School, Charters Towers. During the next ten years or so E.C. Rowland became State Secretary for the Australian Board of Missions (1961-65), Vicar of St. Lukes', Yarraville (Victoria), (1965-69), Vicar of All Souls', Preston (Victoria), (1969-72) and then, in 1973 he served as Chaplain, Grimwade House,

Melbourne Church of England Grammar School.

Since his retirement in 1974 Rowland's continued interest in Australian history has provided him with a very worth-while interest. Apart from writing the histories of two Anglican parishes and two books on Murray River paddle-steamers, he has been absorbed in research into the history of Frankston, the Bayside city in which he now lives.

It is fortunate for the Frankston Historial Society that they have Rowland as their man for with the thoroughness and precision for which he is so well known in the Junior Schools Association he has already unearthed contradictions which may be the prelude to lively debate. It is equally fortunate for the Association that Edward Carr Rowland agreed to play such a vital part in bringing the Junior Schools Association to birth and nurture it through its suckling period.

HONORARY LIFE MEMBERS

The award of Honorary Life Membership was created and first awarded in 1972. It is the highest honour the Association can bestow. It is conferred by the Association at its Biennial Conferences on retired members on the recommendation of State Branches, but it is not available to all. Long years of service as a member does not in itself constitute sufficient grounds for an award. There must be, in the judgement of the Federal Executive, clear evidence of distinguished and notable service to the Association over a considerable period of time.

Honorary Life Memberships Conferred in the Period 1972 - 1976

<u>1972</u>	<u>1974</u>	<u>1976</u>
Edward Dixon	Bob Gilchrist	Tom Plummer
Jeff Hart	Ken Lyall	Ian Watson
Trevor Jones	Guy Moyes	John Watson
Ron McWilliam		

EDWARD L. DIXON

Edward Dixon was born on 18th March, 1910, and in the years 1921 and 1922 attended Preparatory Schools at Hayfield and Carlingford moving on to Shore Senior School in 1923 and remaining there through 1928. He did not from the beginning decide on teaching as a career.

The year 1929 found him at St. Paul's College, Sydney University where, with the help of the Osborne Scholarship and an Exhibition, he had enrolled as a Medical student. But Medicine was not for him,

for during 1930 - 1933 he followed through an Arts course.

In 1935 Edward joined the staff of Tudor House. Mr. John Medley (later Sir John Medley, Vice-Chancellor of Melbourne University) thought him 'good looking, but a bit thin.' By 1938 he had become Senior Master and at various times until 1949 Housemaster of Medley. In 1950 he followed W.J. Meyer as Headmaster, a position he held until his retirement in 1970.

In 1947 E.L.D. was largely responsible for the smooth running of a Conference of Junior School teachers held at Tudor House and there is little doubt that seeds were sown which were to blossom eventually into the Junior Schools' Association of Australia. Certainly the occasion was a strand which became firmly woven into the fabric.

The worth of a school and its headmaster is measured not only by the number and quality of students it attracts, nor by the reputation as a community it engenders, but, to the discriminating customer, to the extent to which it exports its staff to positions of power and responsibility. In addition to providing five headmasters, Tudor House has produced University lecturers and Professors. This fact Dixon relates with pride. What he doesn't say is the part he himself played in the development of these his colleagues - or some of them at any rate.

There is something special about Tudor House and those who know Edward Dixon well - and they are legion - will attribute this to the fact that the man himself is a rather special person. His uncanny understanding of small boys was matched by his precision and grasp of his administrative responsibilities. His opinion was always valued; his presence stimulating; his outlook inspiring.

Edward was from the beginning a force in the Association: playing an active part in the formation of a Federal body; serving as Chairman 1956 - 1958; and serving many years as an Office-bearer and member of the Executive of both the Federal body and the N.S.W. Branch. He received a Grant-in-Aid from the Association in 1964 and was made an Honorary Life Member of the Association in 1972, two years after he retired from the Headmastership of Tudor House.

JEFFREY G. HART

Jeff Hart was the man responsible for the establishment of the Western Australian Branch of the Junior Schools Association, and it was his determination, energy and drive that enabled the branch to grow in numbers and stature during the fifties and sixties.

Jeff began his teaching at Trinity Grammar in Sydney after graduating from the School of Classical Philology at Melbourne University. As a very young man, he was appointed Master in Charge of the Preparatory School at Strathfield. In 1943 he left Sydney to become Master of the Preparatory School at Guildford Grammar School, a position he held for some 29 years. In this context Jeff Hart

offered a leadership which made his school not only efficient but one which provided a pleasant and rewarding environment for both pupils and staff.

It was fortunate that Jeff decided to take a year's leave to work with Tom Plummer at Wadhurst in 1952 because it meant that he was able to involve himself in the beginnings of our association at the national level and, apart from the help he was able to give the foundation itself, he took back to W.A. a determination to work towards the establishment of a branch in Perth. The fact that the W.A. Branch did get under way to the extent that it was able to conduct the Tenth Biennial Conference and Refresher School at Aquinas College in 1972 is testimony to the tremendous drive and energy that Jeff Hart showed in those formative years. It was he who convened the first meeting of the J.S.A. in W.A. and, fittingly he was the inaugural chairman.

Over the years he has served the Association well both at the local and national level and he was always a popular figure at conferences and refresher schools. Apart from this involvement Jeff has also been active on many other bodies such as the Independent Schools Education Committee and the advisory committees of the Australian Broadcasting Commission. He has been sought for service on many committees over the years because of his special qualities. He is mature and thoughtful, quiet and yet strong. Above all he is a man of high principles and he is immovable in their defence.

Jeff has now retired from teaching and is living at Boya just outside Perth. He is still actively involved in the Junior Schools Association in the capacity of Life Member as he attends annual meetings and joins the branch for the Christmas 'get-togethers'. He is held in great respect because, apart from his work as an educationist and an administrator, he has contributed much to the Association from his experience and his wisdom. It was a source of pleasure to all members when he was able to attend the 1976 conference and refresher school at Wadhurst.

TREVOR G. JONES

Trevor Jones graduated with Honours from Sydney University and Sydney Teachers' College and commenced his career as a teacher at Trinity Grammar School, Sydney. During the war he spent five years in the Psychological Services of the R.A.A.F. After this he accepted a position in the Senior School at St. Peters College, Adelaide, as part-time teacher, and part-time psychological counsellor - the first appointment of this kind in Australia. Following the tradition that the Preparatory School headship of St. Peters College was filled by a master from the Senior School, Trevor was appointed to succeed Mel Clayton in 1954. This marked the beginning of a period of service notable for its efficiency and its innovations.

Trevor has filled many roles in his professional life: as part-time University lecturer: as foundation member of three organisations,

the Australian Psychological Society, the Australian College of Education, and the Rotary Clubs of St. Peters in Adelaide and St. Ives in Sydney; in the post-war years, as consultant to the Repatriation Commission and as Lieutenant-Colonel in charge of the Australian Army Psychology Corps in Central Command; and as author of a series of English textbooks for Primary Schools and co-author of several learning laboratories.

Trevor was elected Chairman of the J.S.H.A.A. in 1954 and this brought with it the responsibility of organising and hosting the 1956 Conference and Refresher School in his own school. He again served the Association as Chairman from 1966 - 1968; and became the only member in the first 25 years to be elected to this position for two terms.

Without a doubt, Trevor's greatest contribution to the Association was his foresight which led to the inauguration in 1958 of the Grants-in-Aid Scheme. Over the years this scheme has meant much to the recipients by enabling them to carry out projects overseas which would otherwise have been perhaps curtailed or in some cases unattainable. Trevor has lent continuity and consistency to the Scheme through his chairmanship for fourteen years.

In 1963 Trevor was appointed Headmaster of Sydney Grammar Preparatory School, St. Ives and held this position until he relinquished it in 1972 to take up a tertiary appointment at Murray Park College of Advanced Education in Adelaide.

Trevor brought initiative, leadership, sound educational thought and a warm personality to the Association, which conferred Honorary Life Membership on him in 1972.

ROBERT J. GILCHRIST

Bob Gilchrist came green to the Association as he was not a product of the Independent School System. Born and educated at Clare, a town in the Mid-North of South Australia, he entered the Adelaide Teachers' College in 1929. From 1930 to 1948 he taught in both country and city schools, the latter being concerned with the training of student teachers.

In 1948 Bob became the founding headmaster of Scotch College Junior School, Adelaide. As the College was established by the Presbyterian Church and he was an Elder of Scots Church, and the son of a Scotsman, the circumstances were propitious - and explain his predilection for his ancestral homeland, which he visited on three occasions during his professional life.

At the inaugural meeting of the Association in 1952 he was elected Editor of "The Junior School", and served in that capacity and as State representative on the Federal executive for ten years. He was twice Chairman of the South Australian Branch.

From the very beginning, Bob was an ardent and active supporter of the Association. As foundation editor of our publication, "The Junior School", he set high standards which were unfortunately lost for some years when the publication was discontinued for economic reasons in 1958. Now that we have a flourishing "Bulletin" of worthy standard, the Association may properly remember and acknowledge the debt owed to Bob, not only for his pioneer work on our publications, but also for his sustained work on behalf of the Association - in his State, in the Federal body and abroad.

Bob has also been active professionally in many other ways - notably as Chairman of the S.A. Institute of Educational Research, and as a Member of the Australian College of Education.

By 1974, the year of his retirement, he had visited the United Kingdom and U.S.A. three times, twice attending I.A.P.S. Conferences, and, following the Rowland tradition, encouraged Australian Junior School Headmasters to join the I.A.P.S. It was in this connection that he was, on retirement, given the rare distinction of Honorary Life Member of the British Preparatory Schools' Association. His Life Membership of the J.S.H.A.A. was conferred in 1974.

KEN LYALL

After completing his schooling at Carey Baptist Grammar School, where he spent all his school days, Ken commenced his teacher training at The Associated Teachers' Training Institution in Mercer Road in 1946. During his three years at "Mercer House", as it later became known, his teaching practice was spent at Grimwade House where he was also a resident master and where he continued to teach after completing his training.

In 1950, at the University of Melbourne, he commenced a Science degree at the conclusion of which he spent a further year of training in primary teaching at the Melbourne Teachers' College. Then almost three years were spent as Head Teacher of a rural school in the mountains north east of Marysville, followed by a short time at Maidstone Primary School.

In 1957 he accepted an invitation to join the staff of Carey, teaching Mathematics and Science in the Senior School. When the School was reorganised in 1959, Ken was appointed Headmaster of the Junior School with responsibility for Preparatory to Seventh Year.

In 1961, Ken became Secretary-Treasurer of the Victorian Branch of the J.S.H.A.A., a task which he undertook for eight years. He was Federal Treasurer of the J.S.H.A.A. in 1962-68 and Federal Chairman 1969-70. He was particularly involved in the early financing of the Grants-in-Aid and the Refresher School Subsidy Schemes.

Ken had become a highly respected member of the executive of the J.S.H.A.A. and the Victorian Branch, supported as always by the strong Christian principles which led him to take such an active

role in his Church.

Whilst overseas in 1964, he studied Educational Administration at the University of Alberta in Edmonton, Canada, and investigated in the U.S.A. and U.K. primary and junior secondary projects in Science and Mathematics together with the development of Programmed Learning. Whilst taking the Educational Administration Units in the advanced courses of education offered by Mercer House, he lectured to a number of J.S.H.A.A. members and others who subsequently became headmasters.

He was made a Fellow of the Australian College of Education in 1970 for his work in Junior Schools and particularly in his contribution to primary Science.

In 1973, he was appointed Principal of Strathcona Baptist Girls' Grammar School, Carey's sister school. He has continued his association with J.S.H.A.A. through his Life Membership by regularly attending Victorian Branch meetings and Refresher schools.

GUY MOYES

Guy was educated at Pulteney Grammar School and St. Peters' College in Adelaide. When his father became Bishop of Armidale, Guy moved to The Armidale School.

From T.A.S. he went up to Sydney University to do an Arts course, residing at St. Paul's College where, among his contemporaries, were Mr. Whitlam, Mr. Edward St. John Q.C., and Mr. B.H. Travers, Headmaster of Shore.

Guy's first teaching position was that of a Junior Master at Tudor House School, Moss Vale, N.S.W. where he taught until he joined the A.I.F. in May, 1940. He was appointed to the Cranbrook School in 1946 after he was demobilised.

Guy was on the Main School staff for eight years, as Form Master of 3rd Form, and teacher of History, Science and Maths.

When the Rev. E.C. Rowland resigned from the position of Master of the Junior School at the end of 1953, Guy was appointed to the position and remained there for the next twenty-one years. During that time, in addition to being the Master, he was actively engaged as a form teacher for many years and as a Mathematics teacher. He was also for years a Boarding House Master and up to the time of his retirement, coached his boys in Cricket, Rugby Football and Athletics.

Guy has been an active, enthusiastic member of our Association. His sound judgement, common-sense and fine sense of humour endear him to all who have had the privilege of working with him.

He upheld the highest principles of our profession, but had little time for idle chatter, and was particularly severe on Committee

Members who spoke much but contributed little.

Guy served the N.S.W. Branch well, as Secretary, Committee Member for many years, had an outstanding period as State Chairman and was N.S.W. Representative on the Federal Council.

In the Federal body, Guy had the longest service as Secretary in the first 25 years, serving in that capacity from 1956 to 1962, and the Association owes a great deal to his earnest dedication in that role. His kindness, loyalty and willingness to help his colleagues will always be remembered by those who had the privilege of being associated with him.

H. RON McWILLIAM

H. Ronald McWilliam began teaching in the days of the depression (1933) on what he describes as the "princely" commencing salary of £50 per annum. He admits, however, that because the job at Trinity Grammar School, Sydney, was a resident one, board and keep (strictly during term-time only) was provided free. After teaching in the "Prep." at his old school, The Sydney Church of England Grammar School, for three years he went to Cambridge where he did a "Dip.Ed." year. He returned to Australia and took on the senior mathematics work at Geelong Grammar: at this School he also became the Administrative Assistant to Mr. (now Sir James) Darling.

In 1946 Geelong Grammar took over Glamorgan in Toorak as its Melbourne preparatory school. Ron was appointed head and served in this capacity for 15 years. During this time the school expanded and developed. Numbers increased from some 130 boys to 220 and the boarding side rose to over forty. Various neighbouring properties were acquired. Buildings erected included the Art block and the assembly hall.

Ron was a participant in the 1952 Conference at Cranbrook at which it was decided to form the Junior Schools Headmasters Association of Australia. He was a member of the inaugural Council and soon became Treasurer. He held this position for some years and still occupied it when he became Chairman of the Association in 1958.

It was during this time that Ron began writing his primary mathematics text books which had such a wide vogue for some years in Victoria. In all nine were published.

In January 1962 he took up the appointment of Principal of Mercer House, the Teacher Training College for the independent schools. Numbers grew and new courses were added, so that when absorption by SCV Toorak took place in 1975 there were some 270 enrolled students in some half a dozen courses.

While Principal of Mercer House Ron was invited to attend the Biennial Conferences and was officially designated as "Educational Adviser" to the Refresher Schools. He attended all Conferences

except the one held in Perth in 1972.

Ron has been one of the stalwarts of the J.S.H.A.A.; as foundation member of the Executive; as Treasurer; as Chairman of the Association 1958 - 1960; as the first Chairman of the Grant-in-Aid Committee 1958 - 1960; as the "non-member" member of that same committee from 1962 - 1976; and as Consultant at our Refresher Schools since he relinquished membership to become Principal of Mercer House in 1962. The Association is indeed proud to have him numbered among our Honorary Life Members.

TOM PLUMMER

Tom Plummer was trained in the Education Department of Victoria, but his service as a teacher was to be in the Independent School world beginning (and indeed ending) at Wadhurst, Melbourne Church of England Grammar School. The years 1917 - 18 found him with the 7th Battery 3rd F.A.B. in World War I. Two years later he was in charge of the Preparatory School, Hamilton College, but in September 1921 he returned to Wadhurst, rose to Senior Master and in 1948 was appointed Principal. This position he held with distinction until his retirement at the end of 1963.

In 1964 the Headmaster of the Grammar School (Sir Brian Hone) created a new post - Registrar - and invited Tom to undertake the new and pioneering duties for which he was so well equipped. By 1967 Tom felt enough was enough and he retired to the outback (Dareton, N.S.W.) where, full of years and with an enviable reputation he is stepping out, as he says, 'like Johnny Walker'.

During the years as Registrar of Melbourne Grammar School he became very involved as one of the promoters and Council of Yarra Valley Church of England School at Ringwood, Victoria, where fittingly a House bears his name.

On his retirement Archbishop Sir Frank Wood wrote to him, "You have so much to look back upon with pride and satisfaction. The Wadhurst that emerged after the establishment of Grimwade House has always been regarded as a Caffin Plummer creation and in countless ways evidences the inspiration and influence of these two great headmasters. The Office of School Registrar will be a lasting reminder of your initiative and creative mind." In similar vein the first President of Yarra Valley School Council wrote of his boundless enthusiasm from the very idea of the school, careful planning in its rising and through to the selection of the first headmaster.

This comes as no surprise to those many colleagues who remember from first hand knowledge his work in the establishing of the J.S.H.A.A., his continuing service in its interests and perhaps above all (certainly to his interstate colleagues) the abounding success of the 1954 Conference at Wadhurst - the first ever such Conference outside N.S.W. From that time, till the year of his retirement, 1963,

Tom attended every Conference of the Association.

IAN R. WATSON

Ian began his teaching experience as a Junior Teacher with the Education Department in 1935, graduating from the Melbourne Teachers' College in 1937 to become head teacher of a small rural school in north-western Victoria. He joined the staff of the Geelong College in 1940 and, except for five years active flying service with the R.A.A.F. during World War Two, he spent all his teaching days at Geelong College. When he arrived at the Prep. it was a school of forty day boys and forty boarders and staff of three; when he left it was a co-educational junior school of four hundred students, and staff of twenty four.

In 1960, when the Prep. began an exciting new building programme on a magnificent new fifty-acres site overlooking Geelong, Vice-Principal Ian Watson unexpectedly became acting headmaster due to the sudden collapse of Mr. L.J. Campbell. In 1963 he was appointed headmaster from a very strong field of applicants, and retired at 60 years of age in December, 1976.

As Victorian representative on Federal Council in 1966-70, as State Chairman 1970-71, Federal Chairman 1974-76, he has not missed a J.S.H.A.A. Conference nor branch meeting since 1962, and hosted the 1970 Conference at Geelong.

The dedication that marked his success as a teacher; that brought rapid promotion to Squadron Leader in service days; that guaranteed success as President of his Rotary Club and leader in Church affairs has sat pleasantly on his shoulders. During 1977, he has attended all branch meetings as a new life member, and continues to contribute in his own inimitable way to the quality of the J.S.H.A.A.

Those who had the privilege of knowing Ian as a professional colleague will remember with affection his gentle but firm touch, his unfailing courtesy, his charm as a host, and his total devotion to the causes he believed in - not least of which was the J.S.H.A.A.

W. JOHN P. WATSON

W. John P. Watson began his teaching career in 1932 at Brighton Grammar Junior School where he taught Primary grades while doing the diploma course of the Associated Teachers' Training Institute. After three years he joined the staff of Box Hill Grammar School where he taught for two years before his final move, at the beginning of 1937, to Trinity Grammar School, Kew, in charge of the Junior School. He held this post thirty-eight years until his retirement in December 1974 at the age of sixty one.

During his period of office the Junior School grew from some eighty boys to over two hundred and fifty, an increase which

necessitated two major building programmes, one in 1952 and the other in the sixties, involving new classrooms, sports ovals, changing rooms, library and facilities for teaching carpentry.

His joy was in classroom teaching and he was able to continue as a form master for twenty-seven years, until the pressure of administrative work reduced his teaching load to several periods a day, (chiefly art and music), which he kept until retirement.

As the Trinity Magazine records, one of the measures of John Watson's success was that old boys visiting the school so frequently asked after him and were astonished at his unfailing ability to attach the right name to a face.

His understanding of boys, of their needs and difficulties; his fairness in dealing with them, a fairness informed by natural kindness, a strong religious faith, moral integrity and the sheer warmth of his personality: these are some of the qualities so valued by those with whom he was surrounded in his profession.

The leadership he gave sprang largely from his personal interests and sense of responsibility. He was leader of the School Orchestra from 1938 - 1941, and later, director and conductor. He always encouraged his staff to try new teaching methods; for instance the Cuisinaire method of teaching junior mathematics and the various programmes connected with reading skills. Junior School woodwork and camping activities claimed his attention and under his direction and with his active participation became features of his school's life.

John's influence has been a great one. He is a foundation member of the J.S.H.A.A. in Victoria and has participated keenly in every Conference and Refresher school except when overseas on long-service leave in 1964. In fact, except for this period, he has never missed a branch meeting.

AFTERWORD "Towards the Eighties"

I am honoured to have been asked to add a postscript to this book, but first I must, on behalf of all members, express our appreciation to the co-authors for their painstaking and scholarly approach to the task of preparing our history. They have suggested that my task should be to try to assess the challenges that our schools and our Association may have to face in the immediate future. From the successes we have achieved in the past, I feel great confidence in our ability to triumph against any assault.

The factors which are likely to operate to influence the demand for places in our schools can be seen to be external or internal. Externally the most important challenge is coming from the falling birth-rate. Recent events have shown that demographic forecasting is a statistical area where short-range predictions based on known trends can be far from the truth.

The second important area of challenge could be the political sphere. Previous experience has shown that parents have been prepared to demonstrate remarkable determination to keep their children in private schools in the face of tax concessions lost, more progressive scales of taxation and severe estate duties, but changes in government policies could easily see these attacks redoubled.

Another challenge may arise from the changing wealth patterns of the community. Already we are being affected by the decline of rural industry through poor seasons, low prices and heavy estate duties, and the decline of other long established industries that are no longer economic. Recovery from the present business recession and the continuing social revolution might well result in the sections of the community who can afford the fees of our schools being markedly different from those that exist in the seventies.

It may well be that the tendency towards government control of private education which we see now in areas such as registration of teachers and allocations of grants may be accelerated so that our schools find it difficult to maintain their individuality, character and traditions. As a corollary of this, our schools are likely to face the challenge of further marked improvement of the physical resources of government schools and in the decentralisation of their authority. There is no doubt that the demand for places is to some extent at present inflated by the disillusion among many parents with the educational provisions by the State in their home area, not so much in academic standards but in school atmosphere, in such matters as discipline, frequent changes in staff, and lack of care for the child who is different.

Within our own schools we must continue to appreciate and assess accurately the importance of presenting an attitude towards education which is at the same time forthright but flexible. Educational theories have been subjected to some cataclysmic and at times

catastrophic ideas recently. The middle seventies has seen a reaction against some of these but our schools must remain adaptable to changing social and educational needs as they are revealed.

Selection of staff has become much easier with the surplus of trained teachers but the individual classroom teacher is so important in our scheme of things that we must continue to seek out the teacher with dedication and a sense of pastoral care. The very stability of staff which is one of our greatest assets can be a danger if it creates either an aging or a complacent common-room.

There is another facet in the development of some of our schools in recent years which occasions some apprehension and that is the tendency for some headmasters to regard themselves primarily as administrators and public relations experts of flourishing financial concerns and to lose sight of the importance of the element of teaching in their vocation. "Bottoms in seats" may be a recipe for financial stability in the short-run, but ultimately it will be the development of each individual child which will be the yard-stick for measuring a school's success.

The progenitors of our Association have shown most admirable qualities of purpose and determination in seeing us to this point. The present members continue to show pride in their achievements and a desire to ensulate their sterling service, and one can therefore be confident about the future of the Junior Schools Headmasters Association of Australia.

In conclusion may I commend the thought that our motto must be not so much "Go forth into the world and conquer it" as "Go forth into your world and serve it".

B.H. Leak
Chairman
1976 - 1978.

APPENDICES

1. Suggestions for Basis to Establish the Association
2. Minutes of the Inaugural Meeting
3. Chairman of the J.S.H.A.A.
4. Secretaries, Treasurers, Editors of the Bulletin
5. Current constitution
6. Membership, 1976

APPENDIX I

SUGGESTIONS FOR BASIS FOR JUNIOR SCHOOLS CONFERENCE OF AUSTRALIA

1952

MEMBERSHIP

1. The Conference shall consist of the Headmasters and/or Housemasters of Junior or Preparatory Schools whose Senior Schools are affiliated to the Headmasters' Conference of Australia.
2. Headmasters of other independent Junior or Preparatory Schools may be associates.
3. The membership fee shall be half a guinea per annum payable by the School Authorities concerned by the first day of September each year.

EXECUTIVE COMMITTEE

1. The Executive Committee shall consist of two members each representing the State of Victoria and New South Wales and one each of the other states. They shall hold office for two years.
2. The Executive Committee shall elect from its number a chairman, a secretary and a treasurer, who shall also hold office for two years.
3. The Executive Committee shall endeavour to meet every two years at least and every year if possible. Interstate delegates may appoint proxies if unable to attend.
4. Accounts and minutes shall be kept by the Treasurer and Secretary respectively in the customary manner, and the accounts shall be duly audited every two years.
5. Vacancies occurring on the Committee shall be filled by the Committee co-opting another member from the same State.

THE CONFERENCE

1. The Conference shall endeavour to hold a meeting for all members every two years, the meeting place being at first alternately in New South Wales and one of the other States, as decided by the whole Conference.
2. If possible, this biennial meeting shall be made the occasion of a Refresher School.
3. A Bulletin giving news of interest and comments on current topics in the world of education shall be issued twice a year to all members, an editor appointed by the Conference undertaking this task.

4. The organisation of the Conference shall be used to arrange the exchange of teachers between the States and with the New Zealand Preparatory Schools Association with whom the Conference is affiliated.
5. Members of the Conference shall be obliged to supply information regarding members of staff of their schools who apply for positions on the staffs of other Conference Schools.

STATE BRANCHES

1. When the number of members in any States justifies the formation of a State branch of the Conference, this may be done should those members desire it.
2. The organisation and control of such branches shall be left entirely in the hands of the State members concerned, provided it does not contradict the aims of the Junior Schools Conference. State branches may arrange meetings of their branch as they desire and levy any additional fee they may need.
3. The Junior Schools Conference of Australia shall not be held responsible for the debts and acts of any State branches unless both parties agree to the matter beforehand.

DISSOLUTION

Should the Conference be dissolved by a two-thirds majority of its members for any cause, any assets of the Junior Schools Conference shall pass to the Headmasters' Conference of Australia to be used as that latter body may decide.

APPENDIX 2

MINUTES of a combined meeting of visiting Junior School Headmasters and the Junior Schools' Conference of New South Wales at the Biennial Refresher School held at Cranbrook, Sydney, on May 13 and 14, the Chairman, the Rev. M.M. Scott, being in the chair.

Purpose of the Meeting

The meeting was called to discuss the possibility of widening the scope of the Junior Schools' Conference of N.S.W., to permit it becoming a Federal body.

Present

Shore, (M.S.W.) Trinity (N.S.W.) Riverview (N.S.W.) Knox (N.S.W.) Tudor House (N.S.W.) Scots (N.S.W.) Geelong Grammar (Vic) Melbourne Grammar (Vic) Wesley (Vic) St. Peters' (S.A.) Scotch College (S.A.) Prince Alfred College (S.A.) Pulteney G.S. (S.A.) Guildford G.S. (Vic) Toowoomba Prep.S. (Q) Friends' School (Tas) and Cranbrook (N.S.W.)

Apologies

An apology was received from H.D.L. Fraser (Geelong G.S.)

Aims

It was stated that the aims of a Conference would be to advance and strengthen the work of Junior and Preparatory Schools by meeting from time to time in discussion, and, be recommendations to the Headmasters' Conference of Australia, to aid Principals in matters relating to their Junior Departments.

Advantages of a Federal Organisation

After discussion it was agreed that the advantages would be -

1. A wider range of lecturers and discussions at Refresher Schools.
2. A new organisation such as this would be a more widely representative group to approach the Headmasters' Conference.
3. A regular bulletin as suggested would allow a wide exchange of news and opinions.

Formation

It was proposed by Mr. Clayton, seconded by Mr. Plummer, that this meeting of headmasters of junior schools institute the Junior Schools Conference of Australia. This was carried unanimously.

Constitution

The 'Suggestions for a Basis of a Junior Schools Conference of Australia' was then discussed seriatim, and the enclosed draft agreed to.

Provisional Executive Committee

The following provisional executive Committee of the Conference was then elected:

Mr. N.S. Connal (Q)	Mr. R.J. Gilchrist (S.A.)
Mr. G.W. Plummer (Vic)	Mr. H.R. McWilliam (Vic)
The Rev. M.M. Scott (NSW)	Mr. E.C. Rowland (NSW)
Mr. J.G. Hart (W.A.)	

This committee then elected the following office bearers:

Chairman:	Mr. N.S. Connal
Secretary:	Mr. E.C. Rowland
Treasurer:	The Rev. M.M. Scott

The Conference elected Mr. R.J. Gilchrist to be the Editor of the Conference Bulletin.

The Chairman thanked Mr. Rowland for his work in the Conference.

Mr. L.G.T. Adams (N.Z.) thanked members for allowing him to be present at the Refresher School.

Mr. Clayton thanked the Conference of N.S.W. for its help and inspiration. The meeting then closed.

APPENDIX 3

Chairmen of The Association

1952 - 1954	:	N.S. Connal, Toowoomba C. of E. Boys' Grammar School, Q.
1954 - 1956	:	T.G. Jones, St. Peters College Preparatory School, S.A.
1956 - 1958	:	E.L. Dixon, Tudor House, N.S.W.
1958 - 1960	:	H.R. McWilliam, Glamorgan, Vic.
1960 - 1962	:	L.R. Jamieson, Sydney C. of E. Grammar School, N.S.W.
1962 - 1964	:	A.G. Tapp, Scotch College Junior School, Vic.
1964 - 1966	:	R.A. Zimmerman, Scots College, Q.
1966 - 1968	:	T.G. Jones, Sydney Grammar St. Ives Preparatory School, N.S.W.
1968 - 1970	:	K.A. Lyall, Carey Baptist Grammar Junior School, Vic.
1970 - 1972	:	D. MacLeod, Christchurch Grammar Junior School, W.A.
1972 - 1974	:	D.D. Brown, Newington College Lindfield Preparatory School, N.S.W.
1974 - 1976	:	I.R. Watson, Geelong College Preparatory School, Vic.
1976 - 1978	:	B.H. Leak, Prince Alfred College Preparatory School, S.A.

ST. AQUINAS W.A. 1972

Chairmen

T.G. Jones	1954 - 1956 : 1966 - 1968	(Front row 9 from left)
R.A. Zimmerman	1964 - 1966	(Front row 2 from left)
K.A. Lyall	1968 - 1970	(Back row 6 from left)
D. MacLeod	1970 - 1972	(Back row end left)
D.D. Brown	1972 - 1974	(Middle row 4 from left)
I.R. Watson	1974 - 1976	(Middle row 12 from left)
B.H. Leak	1976 -	(Front row 7 from left)

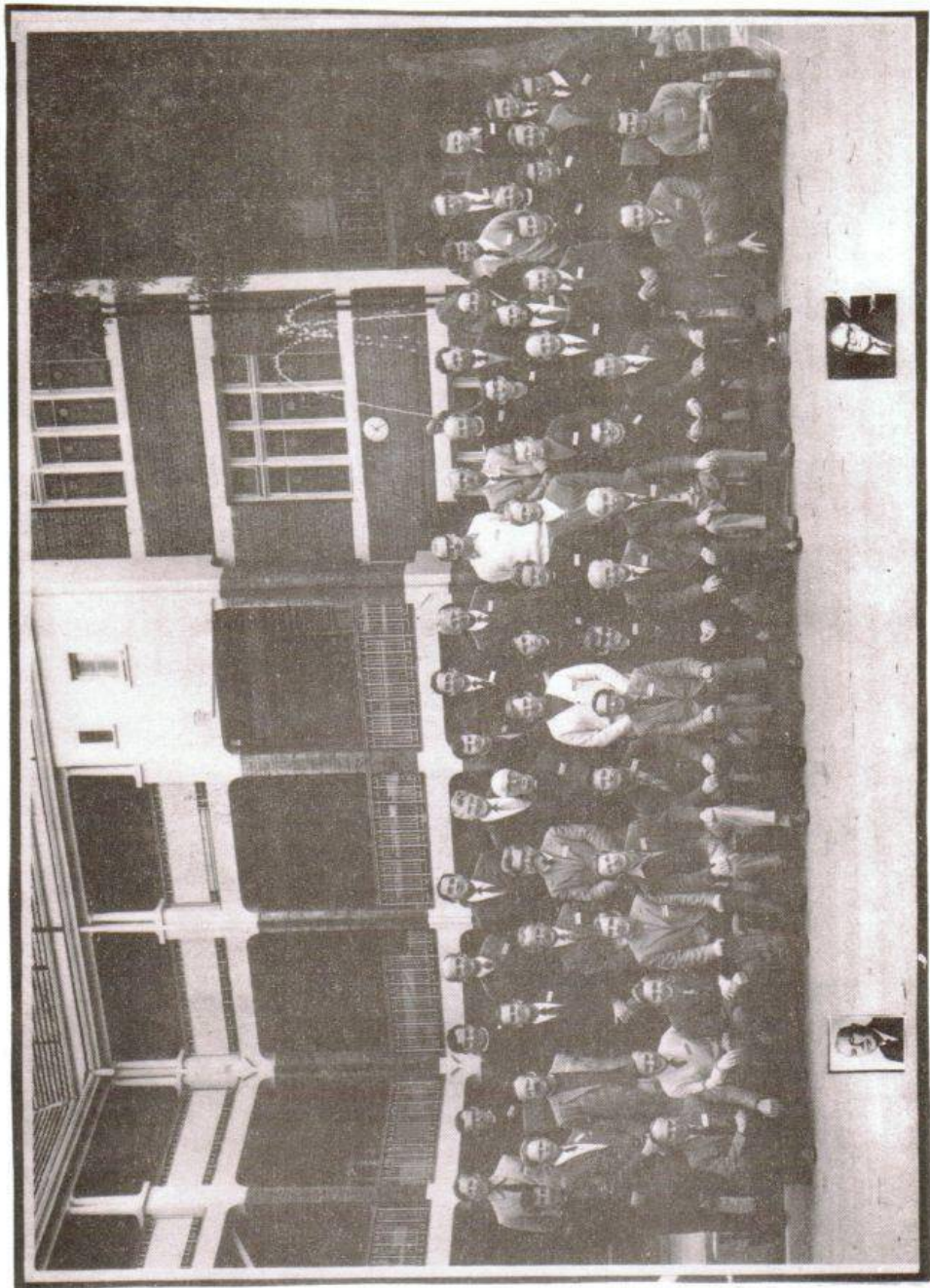
Also

K.E. Emmett	Secretary and Editor of the 'Bulletin'	(Back row 4 from left)
R.G. Brewster	Editor of the 'Bulletin'	(Front row 2 from right)
G.M. Haslam	Treasurer	(Back row end right)
W.J.P. Watson	Life Member 1976	(Front row 5 from left)

Insets

Left.	E.G. White*	Editor of the 'Bulletin' 1967 - 1968
Right.	L.R. Jamieson*	Chairman 1960 - 1962

*Retired members, not present at Conference.



APPENDIX 4

Secretaries, Treasurers, Editors of 'Junior School' and Bulletin and Chairmen of Grants-in-Aid Committee

SECRETARIES:

1952 - 1956	:	E.C. Rowland,	Cranbrook, N.S.W.; and Launceston Grammar
1956 - 1962	:	G.S. Moyes,	Cranbrook, N.S.W.
1962 - 1966	:	R.B. Cornish,	Haileybury College, Vic.
1966 - 1968	:	R.A. Zimmerman,	Newington College, N.S.W.
1968 - 1972	:	W.F. McLeod,	Mentone Grammar, Vic.
1972 - 1974	:	J.K. Deane,	Scots College, N.S.W.
1974 -	:	K.E. Emmett,	Yarra Valley Grammar, Vic.

TREASURERS:

1952 - 1954	:	Rev. Fr. Michael Scott,	St. Aloysius, N.S.W.
1954 - 1962	:	H.R. McWilliam,	Glamorgan, Vic.
1962 - 1968	:	K.A. Lyall,	Carey Grammar, Vic.
1968 - 1974	:	B.H. Leak,	Prince Alfred College, S.A.
1974 -	:	G.M. Haslam,	Westminster School, S.A.

EDITORS:

The 'JUNIOR SCHOOL'

1952 - 1958	:	R.J. Gilchrist,	Scotch College Junior School, S.A.
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THE 'BULLETIN'

1965 - 1966	:	T.G. Jones,	Sydney Grammar School (St. Ives), N.S.W.
1967 - 1968	:	E.G. White,	Toowoomba Preparatory School, Q.
1969 - 1971	:	R.G. Brewster,	The Peninsula Church of England School, Vic.
1971 -	:	K.E. Emmett,	Yarra Valley Church of England School, Vic.

CHAIRMEN, GRANTS-IN-AID COMMITTEE

1958 - 1960	:	H.R. McWilliam
1960 - 1962	:	L.R. Jamieson
1962 - 1976	:	T.G. Jones

APPENDIX 5

JUNIOR SCHOOL HEADMASTERS' ASSOCIATION OF AUSTRALIA

CONSTITUTION

September, 1975

NAME:

1. The name of the Association shall be the Junior School Headmasters' Association of Australia.
2. The aim of the Association is to serve education in independent Preparatory or Junior Schools -
 - (a) by providing opportunities for close contact between members; and
 - (b) by encouraging greater professional competence among its members and their staffs
 - thereby increasing educational opportunity for all pupils in these schools.

MEMBERSHIP:

3. (a) Headmasters or Masters-in-Charge of Preparatory or Junior Schools whose Senior Schools are represented on the Headmasters' Conference of Australia shall be eligible to apply for membership of the Association.
 - (b) "Preparatory or Junior School" means a school with a majority of pupils within the first seven school years, in the approximate age range 5 - 13.
 - (c) "Headmaster or Master-in-Charge" means a master designated as such or with an equivalent title and having a measure of autonomy in the administration of his school.
4. Headmasters or Masters-in-Charge of other independent Preparatory or Junior Schools, unless conducted for private profit, may be invited to apply for membership.
5. The Council of the Association shall be responsible for admission to membership. Applications must be submitted from the State Branch, if constituted, and then or otherwise to the Executive of the Council.
6. Outstanding service to the Association by a member may be recognised by granting Honorary Life Membership, nominations for which may be made by any individual member of the Association. However, the recommendation for the awarding of this honour shall be made by the Council to the Biennial Meeting.
7. The membership fee shall be such amount as determined by the Association from time to time.



OFFICE BEARERS:

8. At the Biennial Meeting, the Association shall elect three office-bearers - a Chairman-Elect, a Secretary, a Treasurer - who shall hold office for the ensuing two years. The Chairman-Elect shall then become Chairman for the subsequent biennium. Such Office-bearers are to be members from Headmasters' Conference Schools.
9. Nominations for the office-bearers shall be in the hands of the Secretary at least twenty-four hours prior to the Biennial General Meeting.
10. In the event of any of the office-bearers being unable to continue in office, the Council shall have the power to elect new office-bearers for the balance of the biennium.
11. Accounts and minutes shall be regularly kept by the Treasurer and the Secretary respectively in the customary manner. Payments shall be made by cheque and the accounts audited every two years.

ASSOCIATION COUNCIL:

12. (a) The management of the Association shall be vested in a Council which shall normally consist of:-
 - (i) The Chairman of the Association
 - (ii) The Vice-Chairman, who shall be the Chairman-Elect
 - (iii) The Secretary of the Association
 - (iv) The Treasurer of the Association
 - (v) One member representing each State; elected prior to the biennial general meeting of the Association by each State Branch, or by the members in each State where no organised Branch exists.
 - (vi) One additional member appointed by the incoming Council for special assignments as determined by the needs of the Association from time to time.
- (b) If any of the officers elected by the Association are also State representatives, the Association at its Biennial General Meeting may increase the number on the Council by the election of additional members up to a maximum of three, not more than two of whom shall be drawn from any one State.
13. The incoming Council shall biennially appoint a Grants-in-Aid Committee comprising a Chairman, who must be or become a Member of the incoming Council, and two other persons, at least one of whom must be a member of the Association.
14. The Council shall have power to co-opt additional members.
15. The Council shall meet every two years at least and every year if possible. A member of the Council who is unable to attend meetings may appoint a proxy with power to act on his behalf, provided that he notifies the Secretary in writing.

16. The quorum of the Council shall be six members.
17. The Council shall appoint biennially an editor for the Association's Journal or Bulletin.
18. An Executive consisting of Chairman, Secretary and Treasurer, shall be responsible to the Council for the management of the affairs of the Association in the interim between Council Meetings.

ACTIVITIES:

19. The Association shall hold a Biennial General Meeting for the election of officers and Council and for other business according to the agenda prepared by the current Executive.
20. The Association may hold other meetings as occasion requires and as convened by the Council.
21. A quorum for any regular meeting of the Association shall be one half of the current financial members.
22. A journal or bulletin containing news of the Association and articles of educational interest shall be issued periodically to all members.
23. The Association shall, whenever possible, conduct a Refresher School on the occasion of its Biennial General Meeting. Such Refresher Schools shall be the responsibility of the Council, which may delegate all or part of the organisation to committees appointed by the Branch in the State where the Refresher School is to be held.

STATE BRANCHES:

24. When the number of members in any State justifies the formation of a State branch of the Association, this may be done should those members desire it.
25. The organisation and control of such branches shall be left entirely in the hands of the State members concerned, provided they do not conflict with the Constitution of the Junior School Headmasters' Association. State branches may arrange meetings of their branch as they desire and levy any additional fee they may need.
26. The Junior School Headmasters' Association of Australia shall not be held responsible for the debts and acts of any State Branch unless both parties agree to the matter beforehand.

ALTERATION OF CONSTITUTION:

27. This Constitution shall be altered only by a majority vote of at

least two-thirds of the financial members of the Association or their proxies at a meeting called for this purpose.

DISSOLUTION:

28. The Association may be dissolved by a two-thirds majority of its members, and in the event of such dissolution, any assets of the Junior School Headmasters' Association of Australia shall pass to the Headmasters' Conference of Australia to be used as that latter body may decide.

APPENDIX 6

MEMBERSHIP LIST, 1976

New South Wales

The Armidale School	Mr. J.A. Goode
Barker College	Mr. E.W. Copeland
Canberra Grammar	Mr. J. Lingard
Coogee Boys' Prep.	Mr. A.N. Brown
Cranbrook School	Mr. J. Moir
Illawarra Grammar	Mr. R.A. Beilby
The King's School Prep.	Mr. R.E. Horrocks
Kinross - Wolaroi	Mr. A.D. Herbert
Knox Grammar Prep.	Mr. M. Jenkinson
Newington, Wyvern House	Mr. R.A. Zimmerman
Oakhill College	Mr. T.J. Hielman
Pittwater House	Mr. P.W. Moore
St. Aloysius' College	Rev. Fr. G. Schneider
St. Leo's College	Rev. Brother B. Egan
St. Patrick's College	Rev. Brother B. Wallace
St. Pius College	Rev. Brother D.C. Connell
Scots Prep.	Mr. J.K. Deane
Sydney Church of England Grammar	Rev. R.F. Bosanquet
Sydney Grammar, Edgecliff	Mr. R.W. Billing
Sydney Grammar, St. Ives	Mr. J.F. Maffey
Trinity Grammar Prep.	Rev. K. Sandars
Tudor House	Mr. R.B. Darke
Waverley College	Rev. Br. D. Sullivan
Newington, Lindfield	Mr. D.D. Brown

Queensland

All Souls	Brother Rosin
Brisbane Boy's College	Mr. G. Charlton
Church of England Prep. Toowoomba	Mr. R.B. Smith
Church of England Grammar Prep. (East Brisbane)	Mr. R. Hoskins
Nudgee Junior School	Rev. L.A. Hopgood
St. Joseph's College	Rev. P. Harney
The Southport School	Mr. P.J. Rogers

South Australia

C.B.C. Adelaide
Pulteney Grammar
Prince Alfred College
Rostrevor College
Sacred Heart
St. Peter's
Scotch College
Westminster School

Rev. Br. J. Murray
Mr. K.M. Grundy
Mr. B.H. Leak
Rev. Br. M. McNamara
Mr. B.F. Nichols
Mr. J. Higgins
Mr. L.M. Thompson
Mr. G.M. Haslam

Tasmania

The Friend's School
The Hutchins School
Launceston C. of E. Grammar
St. Patrick's Prep.
St. Peter's Hobart

Mr. K.W. Wright
Mr. J. Anderson
Mr. R.H. Londesborough
Rev. Br. P. McGlade
Rev. Br. D.M. Phillips

Western Australia

Aquinas College
Christ Church Grammar
Guildford Grammar
Hale School
Kosrunski-Carmel School
Marist Brothers' School
St. Louis School
St. Patrick's, Geraldton
Scotch College
Trinity College
Wesley College

Rev. Br. M. Smith
Mr. D. MacLeod
Mr. W.J. Connor
Mr. M.W. Mill
Mr. M. Singer
Rev. Br. J. Guthrie
Mr. D.A. Hall
Rev. Br. K.M. Fitzgerald
Mr. L. M. Smitheringale
Rev. Br. D.V. McMahon
Mr. R.W. Ritchie

