

CITATION FOR HONORARY FEDERAL LIFE MEMBERSHIP

Carl Salt

Carl Salt joined the Independent Primary School Heads of Australia (IPSHA) in 2004, when he was appointed to the position of Head of Junior School at Pembroke School in South Australia, a role he held with great distinction for 18 years until 2022.

Carl served as Federal Treasurer from 2010 to 2016, a period of six years in which he made a lasting impact on the governance and financial management of the Association. He was instrumental in bringing together the federal IPSHA financial reporting requirements and the six state budget requirements, which had previously been kept separately. This was undertaken based on advice from The Association's Auditors, and Carl accomplished this sizeable task seamlessly and effectively.

Carl was also the architect of updating The Association's Memorandum and Articles of Association and the Principles and Practices documents to reflect legislative changes to the Not-for-Profit Sector during his time as Federal Treasurer — a significant governance achievement that continues to benefit IPSHA.

Carl attended all national conferences since 2004 and was a key organiser of the 2008 Biennial Conference in Adelaide. As Federal Treasurer, he oversaw the finances connected with all biennial conferences between 2012 and 2016, inclusive. He was also a presenter at three professional learning workshops at IPSHA Biennial Conferences, including the New Heads seminars in 2018 and 2022, and the Deputies' seminar in 2018.

Carl's contribution at a state level has been equally significant and sustained. He held the following leadership roles within the SA Branch:

- SA Branch Treasurer: 2008 – 2011
- Branch President-Elect: 2015 – 2016
- Branch President: 2016 – 2018
- Immediate Past President: 2018 – 2020
- SA Branch Representative on the Australian Primary Principals Association (APPA) National Advisory Council: 2018 – 2022

As an active member of the SA Branch, Carl also:

- Was the Coordinator and Liaison Head for two Hub Groups in the SA Branch, namely, the IPSHA (SA Branch) Deputies' Group and the PE Teachers' Hub Group;
- Assisted with the effective running of the SA Branch Junior Orator Competition and the Music Festival;
- Organised professional learning opportunities for SA Branch Members for over six years;
- Was the key organiser of the IPSHA (SA Branch) Aspiring Leaders' Program, which ran three distinct programs beginning in 2014;
- Attended all SA Branch workshops and seminars from 2004 onwards, together with all Tri-state seminars with colleagues from Tasmania and Victoria;
- Mentored a number of new Heads appointed to IPSHA (SA Branch) schools; and
- Was the Chair of the Association of Independent Schools of South Australia (AISSA) Primary Leaders' Group for four years.

Carl led his Junior School at Pembroke School with distinction for 18 years. He is an educator of the highest calibre and was greatly respected and valued by the staff, students and parents in his school community. So highly was he regarded that Carl fulfilled the role of Acting Deputy Principal on more than one occasion. He welcomed visits from colleagues in other schools and was seen as an exemplary leader from whom other professionals could learn much.

Honorary Federal Life Membership of IPSHA is granted to those former Members of long standing who have made an outstanding and sustained contribution to The Association at a federal level, with excellence of service evident through membership of the Federal Executive. Carl Salt has made an outstanding, sustained and enduring contribution to IPSHA, both at a federal and state level, as well as to primary education in general. The SA Branch holds Carl as a leader and educator of the highest calibre and that his significant endeavours for IPSHA are reflected in this esteemed honour.

William Wallace
SA Branch President

David Hine
Honorary Federal Life Member

March 2026