

Growing School Culture



DELIVERING *TOWARDS 2030*



<u>Opportunity areas</u> <i>We want to...</i>	<u>Strategies</u>	<u>When:</u>
1. Develop a culture of high trust, respect, and accountability	<ul style="list-style-type: none"> • Whole staff PL around school culture • Staff survey to determine cultural changes (individual and whole school) • Whole staff PL to present summary of feedback • Develop and implement the new Staff Matrix 	Term 2 SDD 2021 Term 2 2021 Term 3 SDD 2021 Term 4 SDD 2021
	<ul style="list-style-type: none"> • Develop and share the Glen Huon Way Teaching and Learning handbook 	Term 2 SDD 2022
	<ul style="list-style-type: none"> • Embed a performance development culture fixed on teaching and learning 	Term 4 2022
	<ul style="list-style-type: none"> • Ensure staff awareness of the DoE's Code of Conduct and Ethical and Accountable Decision-Making PL 	Ongoing
	<ul style="list-style-type: none"> • Update induction processes 	By 2023
	<ul style="list-style-type: none"> • Carry out annual staff surveys to gain valuable feedback about our culture 	Commenced term 3 2021
2. Be unrelenting in our focus on quality teaching	<ul style="list-style-type: none"> • Develop our shared beliefs about teaching and learning • Continue to develop teachers through Teach Well PL • Develop a pedagogical framework to explicitly outline our teaching intent • Utilise the DoE's Quality Teaching Strategy to build capacity and engagement, and greater alignment to system direction 	Across 2023
3. Build effective communication systems	<ul style="list-style-type: none"> • Develop and share an annual report card linked to our school improvement accomplishments 	Term 1 2022
	<ul style="list-style-type: none"> • Overhaul the annual staff handbook 	Term 1 2022
	<ul style="list-style-type: none"> • Implement a daily all staff communication email 	Term 1 2021
	<ul style="list-style-type: none"> • Move staff meeting focus to all staff by removing individual committee meetings 	Term 4 2022
	<ul style="list-style-type: none"> • Develop and implement a communications policy 	By 2023
	<ul style="list-style-type: none"> • Establish The Weekly Frog – a new weekly principal blog for staff highlighting key strategic foci and teaching and learning strategies 	Starting 2023

4. Increase collaboration amongst staff	<ul style="list-style-type: none"> • Intentional timetabling of collaborative time for teachers 	Term 1 2023
	<ul style="list-style-type: none"> • Commencement of termly EA meetings using trade off time 	2023
	<ul style="list-style-type: none"> • Implement peer and classroom observation procedures to build collective efficacy for improved teaching and learning 	2023
5. Have a leadership team that is visible across the school	<ul style="list-style-type: none"> • Leadership team to commence before and after school duties • Leadership team to have timetabled breaks to ensure a presence in the staff room • Develop and implement the GHPS leadership initiative 	Term 2 2021 Term 1 2022 2023
6. Develop and implement a staff wellbeing framework	<ul style="list-style-type: none"> • Expand SEL committee's focus to include a staff wellbeing framework • From the staff wellbeing framework, develop and implement a Wellbeing Initiative expanding on existing DoE supports 	Term 1 2023
	<ul style="list-style-type: none"> • Leadership team psychological injury PL • Leadership team conduct psychological risk assessment (PRA) • Work with OSH committee to review and respond to PRA 	Term 4 2022
7. Provide opportunities for a more robust social committee	<ul style="list-style-type: none"> • Reintroduce staff morning tea to have more staff using staff room during break times 	Term 1 2022 (on hold T2&3)
	<ul style="list-style-type: none"> • Commence termly staff sundowners to improve social connections 	2023
	<ul style="list-style-type: none"> • Implement a staff acknowledgement system where above and beyond instances are captured and shared with all staff 	Term 4 2022
8. Commit to the physical redevelopment of the staff room	<ul style="list-style-type: none"> • Refer to Building and Grounds Plan for full details 	(see plan)