

STAFF WELLBEING MARCH 2015

LEVEL 1 – RESOURCING

What resources will we utilise to support Staff Wellbeing?

- ✚ Principal, Deputy Principal, Assistant Principal Wellbeing
- ✚ PCW, ACEO
- ✚ Wellbeing Committee – Social Functions, Down Time, Happy Hour, end of term Celebrations, Special morning teas
- ✚ Grievance Procedures and Grievance Officer
- ✚ Performance Management Meetings and Staff meetings
- ✚ Texts, brochures, leaflets, DVD's and On-line Resources
- ✚ Buddy's and induction for new teachers to the school
- ✚ Staff handbook
- ✚ Honour book and TRT folders
- ✚ Community Resources – Local businesses i.e. Becks Bakery, Lonsdale Hotel
- ✚ Staffroom facilities i.e. Tea and coffee, Coffee machine, Drinks and food fridges
- ✚ Birthday buddy cake roster
- ✚ Social Club
- ✚ Kris Kringle
- ✚ Professional Development, Student Free Days, School Closure
- ✚ NIT and release time
- ✚ Improved grounds and upgrades

LEVEL 3 – CHANGES IN THINGS LEARNERS DO

How will we see Students learning and responding to support Staff Wellbeing?

- ✚ Participate fully in all aspects of their learning, striving for excellence and realising their full potential in an emotionally and socially competent manner.

LEVEL 2 – CHANGE IN THE THINGS STAFF DO

What will our pedagogy look like to support Staff Wellbeing?

- ✚ Aware of and have access to appropriate professional learning opportunities
- ✚ Plan, design and evaluate whole school and team initiatives and priorities e.g. Using TfEL to plan curriculum areas
- ✚ Encouraged to attend out of school hours functions
- ✚ Opportunities to voice opinions, evaluate, add suggestions and raise concerns
- ✚ Have Performance Management meetings with their line manager twice a year
- ✚ Know and use the Grievance Officer when required
- ✚ Wellbeing Committee plans, designs and implements activities and initiatives to promote staff wellbeing and build upon morale.
- ✚ Have access to release time to plan in teams aligned to the Australian Curriculum
- ✚ Leadership monitor with staff realistic expectations and workloads

LEVEL 4 – SMARTA TARGETS

Improvement in Staff Wellbeing. What will we measure, how will we know?

- Leadership organise relevant professional training for all staff relating to school priorities e.g. Staff and Student Wellbeing, Numeracy, Literacy and DECD requirements e.g. Australian Curriculum
- Weekly staff meetings with 2 – 3 meetings a term, designated to learning teams, school priorities, report writing and other DECD requirements and initiatives. SSO meetings held twice a term in weeks 3 and 7.
- Teacher Performance Management meetings held once a year in Term 2 and SSO Performance Management meetings in term 3.
- Wellbeing Committee plan a social event each term where all staff are encouraged to participate.
- Social Club ensure Staff Birthdays and Special Occasions are celebrated
- SSO's are recognised for their efforts and contribution to our school through a special morning tea and a gift from allocated classes every year
- Teachers are recognised for their efforts and contribution to our school each year through "Teachers Day"

