Leadership

Staff, Students & Community

Background

Craigie Heights has developed a consistent culture of leadership which is effective and distributed. Our stable and capable leadership team motivates and inspires the staff, students and school community to engage with the school vision and purpose. There are high expectations for student learning and behaviour which are explicit, identifiable, and understood by staff, students and parents. The Manager of Corporate Services does an outstanding job to provide a high level of administrative, strategic planning and operational support on staff management, financial planning, facilities management and information services.

The staff at Craigie Heights are talented and experienced and many of them take on leadership roles. The distributed leadership model sees curriculum leaders in Mathematics and English. Other priority areas such as Positive Behaviour Support, Pastoral Care/Wellbeing, ICT, Aboriginal Cultural Standards Framework and Sustainability have teachers as leaders. A flexible approach to providing time to our leaders allows for their roles to be carried out effectively. We also have leaders in Multi/Mini Lit (an EA), NQS, PAThS and for our Learning Phase Teams. Our leaders work with committee members to develop and implement Operational Plans.

All Year 6 students are our school leaders. Selected students take on extra responsibilities such as Student Councillors, Faction Captains, Audio Visual Monitors, Choir Captains and Library Monitors.

Craigie Heights has an active School Board and P&C. Both groups act in a responsible manner and carry out their roles with professionalism.

How are we going?

- Performance is more than expected.

How do we know?

- The executive team model professionalism and sincere enthusiasm toward student learning. There is a constant pursuit of a culture of personal responsibility, public accountability culminating in widespread ownership of the school's vision.

- Our school leaders are skilled communicators, being able to motivate and instruct all staff members.

- School leaders ensure staff have the training and resources required to improve student outcomes.

- There is a culture of trust with teachers being empowered to lead areas of the school. The Leadership Model Overview, Executive Team roles, ACSF Action Plan & Committee minutes.

- Our PBS processes ensure a safe, orderly and inclusive learning environment. Our PAThS program ensure social and emotional needs of students are addressed. Our Visible Learning caters for student engagement and learning.

- Students' voices are sought and considered when shaping policy. For example, the Student Dress Code Policy was validated by the Student Councillors in 2018. Every year, Student Councillors research and choose the organisations their factions will fundraise for. - Philanthropy Policy Student leadership rosters

- Robust student leadership selection process.

- Staff model exemplary professional behaviours and proper credit is given for staff accomplishments in the form of notices in the weekly jottings and staff 'Star Awards'.

- Our school community demonstrate leadership in a variety of ways i.e., the School Board Chairperson and members, the P&C president and office bearers, Canteen manager, parent representative on the PBS team.

What are we doing to improve?

- Continue to provide opportunities for teacher leadership to facilitate teams and help build the capacity of staff

- Maintain effective committees and teams to focus improvement efforts and produce effective Operational Plans

- Continue to provide authentic leadership roles for students and encourage Year 6 leaders to attend the National Young Leaders Day

- Continue to promote the Philanthropy Policy through the support of the student leaders

- Continue to incorporate student and community voice into decision making

- Continue to engage teachers in Peer Observations with a focus across priority areas to focus improvement

- Embed an Aboriginal Education Committee to drive the implementation of the Aboriginal Cultural Standards Framework and yearly Action Plans