Staff Forums ...

Tuesday 13th August

8.00am – Library Classroom

3.15pm – Library Classroom
What aren’t we already doing?

Why not formalise our processes to secure the benefits?
Albany Creek State School
Education Queensland
United in our pursuit of excellence

Independent Public Schools
Driving local decision-making and innovation

Albany Creek Scaffolding for Success

Cohesive Teams
Key Priorities
Student Achievement

... to success
- Lesson Design
- Reading Goals
- C2C
- OneSchool
- Reading to Learn

Consistency
Commitment
Cohesion
Collaboration

Independent Public School Forum - Consultation
As an Independent Public School we will benefit from:

- **enhanced local governance**;
- **opportunities for innovation**;
- **locally tailored workforce**, and;
- **increased financial flexibility**.
Our IPS Focus is on ...
Students...
As an IP School we would have:

- Greater flexibility to tailor the curriculum to directly suit the needs of our students.
- Enhanced opportunities to provide extra support for identified students.
- Freedom to shape and deliver innovative educational practices that maximise outcomes for our students.
Students...

As an IP School we would have:

- The flexibility to direct the budget to best meet individual needs.
- The capacity to refine a one-line grant budget which would allow maximum flexibility to manage a budget based on needs identified collaboratively and approved by the School Council.
Staff...

As an IP School we would have:

- **Additional autonomy to respond to the potential of our staff and community.**
- **Capacity to directly recruit classified and non-classified teaching staff at any time.**
- **Capacity to consider allocation of staffing resources expressed in notional full-time equivalent staff.**
- **Local management of our staffing profile.**
Staff...

As an IP School we would have:

• **The capacity to build and embed robust structures to ensure the culture, values and traditions of ACSS are enriched and embedded.**

• **Capacity to have increased staff representation on the School Council that would oversee the school’s strategic direction and support for staff.**
Leadership

As an IP School we would have:

• Greater freedom to shape strategic direction and make decisions which will directly benefit the students.

• A direct line of communication with the Director-General and other senior executives who help prioritise innovation by paving a smooth path through departmental processes.
Leadership... As an IP School we would have:

- **Freedom to directly recruit staff and to build a team that is fit-for-purpose to drive innovation.**
- **More autonomy to manage and use infrastructure, financial resources and human resources.**
- **Opportunities to work in new ways with local businesses, industry and other community organisations.**
- **An option to pursue creative models of sponsorship, industry partnerships and infrastructure partnerships.**
Application: We need to prepare a written application of no more than three A4 pages. The application must demonstrate:

• The consultation including a summary of the views.
• Capacity to assume greater responsibility.
• The potential benefits for students, staff and the broader school community.
• The innovative educational programs or practices that the school will implement to improve student performance.
Selection Process:

• A Department of Education, Training and Employment internal panel will consider all Independent Public School applications.

• To assist in the selection of schools, the panel may source additional information including:
  • school performance data, and;
  • school financial audit reports.
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Suggestions

50,000 Establishment

1. Training and professional development
2. Release of Administrative staff
3. Refinement of school procedures e.g. Operation of School Council and LCC

50,000 recurrent funding

1. Recurrent salary of Executive Curriculum Officer and “WPRs”
2. Professional development aligned to pedagogical framework - “Blueprint”
3. Responsiveness to student needs ... e.g. speech language pathologist

Independent Public School Forum - Consultation
### Independent Public Schools’ ballot paper

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<thead>
<tr>
<th></th>
<th>Albany Creek SS</th>
<th>Yes</th>
<th>No</th>
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<tbody>
<tr>
<td>Should __________ submit an expression of interest to become an Independent Public School in 2014?</td>
<td>Yes</td>
<td></td>
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<td></td>
<td>No</td>
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IPS consultation flowchart

School:


2. Discuss with principal whether they are considering submitting an EOI to become an Independent Public School.

   - **If yes**

3. Discuss a proposed consultation strategy with the principal to be carried out in the school.

4. After meeting with the principal, call a meeting of all union members (QTU, United Voice and Together) to discuss the proposed consultation strategy. At the end of the meeting, hold a meeting of QTU members to consider a motion endorsing the consultation strategy.
If consultation strategy endorsed

Meet regularly with the principal to discuss any issues or questions arising during the consultation process.

Request that the draft EOI form and written application be provided to all union members with QTU IPS material.

Before the EOI form is submitted, hold a secret ballot of all QTU members to vote on whether the school should become an Independent public School, with other unions conducting their own.

If the ballots of all unions are in favour of becoming an IPS, then final endorsement by the local consultative committee should occur.
Thank you for considering the benefits this initiative can deliver for ACSS.
Firstly, what happens if you decide to leave ACSS? How do we know that the new Principal will honour any agreements made with you?

Secondly, what if the new Principal decides that he will not have Learning Support Teachers. What options do I have to stay in my role? Do I just apply for a transfer in the transfer cycle?

I think it would be a great thing for our school but I just need these questions clarified. I have spoken to Lisa and she answered as much as she could.
Community News

INDEPENDENT PUBLIC SCHOOLS
To ensure that all members of the school community can be informed on the opportunity to apply for Independent Public School status, all of the relevant documents pertaining to this opportunity have been made available via a document library on this website.

Please [click here](#) or on the graphic to the right. This will open a new page with responses to "Frequently Asked Questions" and three document libraries:

- School Council Document Library,
- Education Queensland Independent Public Schools Document Library and;
- Independent Public Schools– QTU Document Library
Albany Creek State School

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