

## **SCHOOL NO. 4401 - KATANDRA WEST**

Policy Statement: MANAGEMENT 770 Staffing  
770 - Staffing – Principal & Teachers

Responsibility: Principal and Staff

This Policy was last ratified by School Council in 2016.

### 1. PURPOSE:

The Department is committed to attracting, retaining and developing high-quality principals, teachers and education support staff. Employees in the Teaching Service (executive class, principal class, teacher class, education support class and paraprofessional class) are employed under Part 2.4 of the Education and Training reform Act 2006.

### 2. GUIDELINES:

2.1 Principal class structure reflects the Department's commitment to excellence in educational leadership and management as a key fact in school improvement. Principal class employees have significant responsibility in the delivery of a high quality school education to the community of Victoria and to strategically manage people, financial and physical resources within a strong accountability framework.

2.2 Teachers make a significant difference to the lives and interest of children. An environment where the contribution that a teacher makes to the education of children and the life of a school is recognised; school expectations are clearly stated; and professional development objectives and priorities are effectively identified is essential in positively influencing teachers professional growth and development.

2.3 Advertising positions must include the clause:

Victorian government school are child safe environments. Our schools actively promote the safety and wellbeing of all students, and all school staff are committed to protecting students from abuse or harm in the school environment in accordance with their legal obligations including the Child Safe Standards. The school's Child Safety Code of Conduct is available on the school's website.

2.4 Further and detailed information can be found in HR.

2.5 The Principal, in consultation with Staff, may vary this policy if circumstances require it.