



SCHOOL PHILOSOPHY

PURPOSE

The purpose of this policy is to outline the values of our school community and explain the vision, mission and objectives of our school.

POLICY

Poowong Consolidated School is committed to providing a safe, supportive and inclusive environment for all students, staff and members of our community. Our school recognises the importance of the partnership between our school and parents and carers to support student learning, engagement and wellbeing. We share a commitment to, and a responsibility for, creating an inclusive and safe school environment for our students.

The programs and teaching at Poowong Consolidated School support and promote the principles and practice of Australian democracy, including a commitment to:

- elected government
- the rule of law
- equal rights for all before the law
- freedom of religion
- freedom of speech and association
- the values of openness, tolerance and acceptance of differences and diversity
- the safety of all children

This policy outlines our school's vision, mission, objective, values and expectations of our school community. This policy is available on our school website, our staff induction handbook and in the enrolment/transition packs.

To celebrate and embed our Statement of Values and Philosophy in our school community, we

- display posters and banners that promote your values in our school
- celebrate our values in our school newsletter
- provide awards and recognition for students who actively demonstrate the values
- discuss our values with students in the classroom, meetings and assemblies.
- Student of the Week Awards are awarded to students based on the school's iGROW values.

VISION

Poowong Consolidated School believes that every child, irrespective of disability, race or family background, can progress along the learning continuum in an environment of dignity and respect. It is the role of the school and its community to build on a child's strengths and talents to ensure that each child progresses at the highest rate. The school aims to develop students who are able to contribute to, and participate in all aspects of community life in a positive way, using a restorative approach to resolving issues that arise. Students develop a wide range of skills to enable them to be successful citizens of the 21st Century.

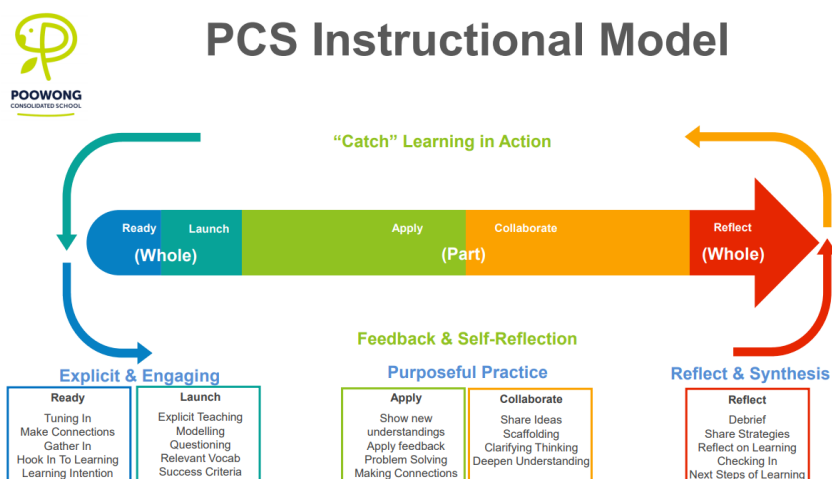
Pedagogical principles identified to support achievement of our vision are:

- The child is at the center of all learning
- High expectations are held for and by the learning community and all members within it.
- Engagement will be facilitated through promoting thinking, active inquiry and relevant learning.
- Diverse learning styles will be catered for and supported through use of a wide range of teaching strategies and learning technologies
- Relationships are the key foundation to developing effective engagement with all members of the community. Interpersonal relationships and collaboration will be fostered within the school community.

MISSION

The schools mission/vision is to create a growth culture, where every learner is reflective and supported in a learning community that provides a challenging and secure environment responsive to individual learning needs. We believe that effective learning occurs when outstanding and innovative teachers provide a variety of tasks that actively engage students who are encouraged to take responsibility for their own learning.

Poowong Consolidated School has developed an Instructional Model that supports our philosophy of Gradual Release of Responsibility and High Impact Teaching Strategies.



OBJECTIVE

Poowong Consolidated School’s objective is for students to become successful and enthusiastic learners capable of building positive relationships.

VALUES

Poowong Consolidated School values are based on learning and growing together following our “I GROW” model

- **Integrity**
- **Growth Mindset**
- **Relationships**
- **Openness**
- **Welcoming and Inclusive**



I ntegrity
G rowth Mindset
R elationships
O penness
W elcoming and Inclusive

As a school community, we have developed a growth culture, not only with our students, but also as a staff. This is underpinned by the value placed on Relationships, Challenge, Possibilities and Space. Our relationships are based on trust, respect, challenge, teamwork and flexibility. We believe that challenge should not be perceived as a negative rather an opportunity for self-reflection, collegiate support and situational growth. We believe that every day is a new adventure, a new opportunity for learning growth. We value new ideas, embrace open-mindedness and are positive about our impact. We value taking time to think, reflect and consider options, ensuring that our decisions are based on evidence and will meet the needs of our students.

Learning is maximised within a safe environment, where students feel both motivated and empowered as they strive to be the best they can be. Environmental awareness will be promoted across the school community, fostering respect for personal and communal property and our environment. PCS is committed to School Wide Positive Behaviours, Respectful Relationships and Restorative Practices to support this.

Learning is both collaborative and independent, following individual pathways to the future. Diverse learning styles, interests and abilities are catered for through flexible teaching styles. Learning is through participation in engaging, meaningful curriculum incorporating both broad curriculum and relevant life skills. It will promote creative thinking and problem solving and participation. Technology supports accessing the curriculum for all students.

BEHAVIOURAL EXPECTATIONS

Poowong Consolidated School acknowledges that the behaviour of staff, parents, carers and students has an impact on our school community and culture. We acknowledge a shared responsibility to create a positive learning environment for the children and young people at our school.

As principals and school leaders, we will:

- model positive behaviour and effective leadership
- communicate politely and respectfully with all members of the school community
- work collaboratively to create a school environment where respectful and safe behaviour is expected of everyone
- behave in a manner consistent with the standards of our profession and meet core responsibilities to provide safe and inclusive environments
- plan, implement and review our work to ensure the care, safety, security and general wellbeing of all students at school
- identify and support students who are or may be at risk
- do our best to ensure every child achieves their personal and learning potential
- work with parents to understand their child's needs and, where necessary, adapt the learning environment accordingly
- respond appropriately when safe and inclusive behaviour is not demonstrated and implement appropriate interventions and sanctions when required
- inform parents of the school's communication and complaints procedures
- ask any person who is acting in an offensive, intimidating or otherwise inappropriate way to leave the school grounds.

Expectations of Staff are outlined in our Staff Code of Conduct Policy. As teachers and non-teaching school staff, we will:

- model positive behaviour to students consistent with the standards of our profession
- communicate politely and respectfully with all members of the school community
- proactively engage with parents about student outcomes
- work with parents to understand the needs of each student and, where necessary, adapt the learning environment accordingly
- work collaboratively with parents to improve learning and wellbeing outcomes for students with additional needs
- communicate with the principal and school leaders in the event we anticipate or face any tension or challenging behaviours from parents
- treat all members of the school community with respect.

Expectations of Parents/ Guardians are outlined in our Parent Code of Conduct, provided as part of the enrolment pack to Poowong Consolidated School. As parents and carers, we will:

- model positive behaviour to our child
- communicate politely and respectfully with all members of the school community
- ensure our child attends school on time, every day the school is open for instruction
- take an interest in our child's school and learning
- work with the school to achieve the best outcomes for our child

- communicate constructively with the school and use expected processes and protocols when raising concerns
- support school staff to maintain a safe learning environment for all students
- follow the school's processes for communication with staff and making complaints
- treat all school leaders, staff, students, and other members of the school community with respect.

Expectations of Students are outlined in our Student Code of Conduct, provided as part of the enrolment pack to Poowong Consolidated School. As students, we will:

- model positive behaviour to other students
- communicate politely and respectfully with all members of the school community.
- comply with and model school values
- behave in a safe and responsible manner
- respect ourselves, other members of the school community and the school environment.
- actively participate in school
- not disrupt the learning of others and make the most of our educational opportunities.

As community members, we will:

- model positive behaviour to the school community
- treat other members of the school community with respect
- support school staff to maintain a safe and inclusive learning environment for all students
- utilise the school's processes for communication with staff and submitting complaints.

UNREASONABLE BEHAVIOURS

Schools are not public places, and the Principal has the right to permit or deny entry to school grounds (for more information, see our *Visitors Policy*).

Unreasonable behaviour that is demonstrated by school staff, parents, carers, students or members of our school community will not be tolerated at school, or during school activities.

Unreasonable behaviour includes:

- speaking or behaving in a rude, manipulative, aggressive or threatening way, either in person, via electronic communication or social media, or over the telephone
- the use or threat of violence of any kind, including physically intimidating behaviour such as aggressive hand gestures or invading another person's personal space
- sending demanding, rude, confronting or threatening letters, emails or text messages
- sexist, racist, homophobic, transphobic or derogatory comments
- the use of social media or public forums to make inappropriate or threatening remarks about the school, staff or students.

Harassment, bullying, violence, aggression, threatening behaviour and unlawful discrimination are unacceptable and will not be tolerated at our school.

Unreasonable behaviour and/or failure to uphold the principles of this *Statement of Values and School Philosophy* may lead to further investigation and the implementation of appropriate consequences by the school Principal.

At the Principal's discretion, unreasonable behaviour may be managed by:

- requesting that the parties attend a mediation or counselling sessions
- implementing specific communication protocols
- written warnings
- conditions of entry to school grounds or school activities
- exclusion from school grounds or attendance at school activities
- reports to Victoria Police
- legal action

Inappropriate student behaviour will be managed in accordance with our school's *Student Wellbeing and Engagement Policy* and *Bullying Policy*.

Our *Statement of Values and School Philosophy* ensures that everyone in our school community will be treated with fairness and respect. In turn, we will strive to create a school that is inclusive and safe, where everyone is empowered to participate and learn.

FURTHER INFORMATION AND RESOURCES

- Student Wellbeing and Engagement Policy
- Communication Policy
- Student Code of Conduct Policy
Parent Code of Conduct Policy
- Staff Code of Conduct Policy

The school philosophy will be enacted through:

- Community consultation, newsletters and forums
- Staff professional development and induction processes
- Ongoing curriculum development
- Parent and family support structures

This policy was last ratified by School Council on

April 2021