

# Minutes of School Council Meeting

Tuesday 6 August 6:00pm to 8:00pm



*Meeting opened at 6:15pm.*

## 1. Introduction

### 1.1 Acknowledgement of Country

Presented by

### 1.2 Attendance / Apologies

#### **Attending:**

Mr David Gillespie	Appointed Member
Ms Nancy Cole	Parent Member (Chair)
Mr Bryce Corbett	Parent Member
Mr Ryan Johnson	Parent Member
Ms Amanda Chamberlain	Staff Member (Non-Teaching)
Ms Kimberly Rase	Staff Member (Teaching)
Mr Justin Virly	Staff Member (Teaching)
Danthila Jayasinghe	Student Member
Rishi Yerramachu	Student Member
Ms Jody Anning	Official Member
Mr Greg Pierce	Official Member

**Observers:** Nil

**Apologies:** Barry Irwin (State High Alumni)

### 1.3 Confirmation of minutes of previous meeting

Motion: that the minutes of the School Council meeting of Tuesday 6 August be accepted as a true and accurate record.

Moved: Bryce Corbett

Seconded: Kim Hanley

### 1.4 Business arising from minutes of previous meeting

Nil

### 1.5 Correspondence

Nil

### 1.6 Business arising from correspondence

Nil

### 1.7 Conflicts of Interest

Nil

## 2. Topics for decision

### 2.1 Date change for Term 4 School Council meeting to review Strategic Plan: 19th Nov.

Suggestion to invite P&C Exec, Foundation, & Alumni.

Motion carried unanimously.

## 2.2 School Council Evaluation 2024

Suggestion to move to Term 1 2025.

Motion carried unanimously.

## 2.3 Theme for School Council Award for 2024 Teaching Excellence Awards

Motion accepted unanimously: Innovation in Public Education

# 3. Topics for discussion

## 3.1 School Review

Greg confirmed that the 5 Affirmations & 4 key Improvement Strategies outlined in the SRR were already identified by senior management team.

Summary of discussion points:

- Well-deserved **recognition** that parents & students gave to staff.
- Teachers acknowledge **peer support/mentoring** and ensuing upskilling effect.
- **Resources issue**: feeling among staff that is good to have this acknowledged for discussion. Amanda outlined that this is not a department issue and that the school already pursues alternative revenue sources (e.g., facility hire) to compensate for the departmental shortfall. Greg suggested that in view of the fact that outside factors will affect what we can deliver internally, the **4 Year Strategic Plan** requires 2 models; internal and external with a sub-committee to work on school resources.
- It was discussed whether addition of direct quotes would enhance the **qualitative data** of the SRR which is de-identified summary of conversations, not verbatim.
- How is this instilled into internal surveys? Explicit improvement agenda. Need for **greater accountability & clarification of senior** roles & expected outputs. Greg confirmed that the portfolios of senior staff are currently under review in light of recent changes.
- How to address the impact of **workloads** on staff & students? Currently we are over committed to various initiatives and positive strategies which impacts staff workload. **Staff absences** have increased significantly since covid which impacts both workload and students.
- The recent **Teacher and School Leader Workload survey** results (attached Appendix A) identified key issues which acknowledge the reality of the situation. **Compass** will alleviate some of administrative burden, but the impact of some proposed actions in the survey (e.g., not reporting minor incidents) needs to be understood.
- Difficulty of direct **comparison** with the previous School Review, but Greg & Amanda confirmed that previous outcomes were reviewed and recommendations acted on.
- How can we **support students to achieve their best results**? Assessment blocks to support individual needs of students. Flexibility of what is delivered on site.
- Overall acknowledgement that the School Review is a snapshot of a moment in time.

## 3.2 Strategic Planning

A robust discussion using the SOAR methodology and captured in the table below.

## SOAR Analysis

<p style="text-align: center;"><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>• <b>High-quality teaching:</b></li> <li>• <b>Supportive and positive peer pressure</b></li> <li>• <b>Range of extracurricular programs</b></li> <li>• <b>Great model for public education</b> – helps preserve identity</li> <li>• <b>Selective Entry:</b> Attracts high-achieving students &amp; nurtures excellence</li> <li>• <b>Alumni Partnerships</b></li> <li>• <b>Equality of opportunity</b></li> <li>• <b>Socioeconomic &amp; cultural diversity</b></li> <li>• <b>Fosters independent students</b></li> <li>• <b>Delivery with limited resources</b></li> <li>• <b>Bank of goodwill &amp; volunteers</b></li> <li>• <b>Nurturing of soft skills</b></li> <li>• <b>Brand of “State High”</b></li> <li>• <b>Data</b></li> </ul>	<p style="text-align: center;"><b>OPPORTUNITIES</b></p> <ul style="list-style-type: none"> <li>• <b>Building and improving pathways after high school</b></li> <li>• <b>Partnerships</b> with universities and for work experience</li> <li>• <b>Sports Academy:</b> potential for Olympic pathways.</li> <li>• <b>Flexible timetables (innovation)-</b> option of recorded lectures in Senior?</li> <li>• <b>Better utilisation of alumni network:</b> for partnerships and mentoring opportunities</li> <li>• <b>Technology – laptops vs iPads?</b></li> <li>• <b>Teacher Support:</b> improve work-life balance for teachers.</li> <li>• <b>Develop reputation</b> as a hub of staff PD/Good Practice in regional, state and International terms</li> </ul>
<p style="text-align: center;"><b>ASPIRATIONS</b></p> <ul style="list-style-type: none"> <li>• <b>More Resources:</b> additional funding or support.</li> <li>• <b>Maintaining selective entry</b></li> <li>• <b>Flagship school</b></li> <li>• <b>Inclusivity:</b> all students feel included in their own ways of learning.</li> <li>• <b>All SR recommendations implemented.</b></li> <li>• <b>Clarity of responsibility</b></li> <li>• <b>Not overstaffed</b></li> <li>• <b>Traditions maintained</b></li> <li>• <b>Band together with similar sized schools to create metrics</b></li> <li>• <b>BSHS as school of choice for teachers</b> -attract and retain high-quality educators.</li> <li>• <b>Expand brand nationally:</b> Attract students and teachers from across the country.</li> </ul>	<p style="text-align: center;"><b>RESULTS</b></p> <ul style="list-style-type: none"> <li>• <b>Teachers happy and most roles filled:</b> High staff morale and minimal vacancies. Need to have metrics of these numbers.</li> <li>• <b>Student Well-being:</b> Surveys measuring student satisfaction, engagement, and sense of belonging.</li> </ul>
<p style="text-align: center;"><b>NEXT STEPS</b></p> <ul style="list-style-type: none"> <li>• <b>Prioritize Aspirations:</b> Determine which goals are most critical and aligned with the school's mission.</li> <li>• <b>Develop Action Plans:</b> Create detailed strategies and initiatives to achieve each aspiration.</li> <li>• <b>Set Measurable Targets:</b> Define specific metrics to track progress and evaluate the success of the plan.</li> <li>• <b>Regularly Review and Adjust:</b> Continuously assess the SOAR plan's effectiveness and make necessary adjustments.</li> </ul>	

### 3.3 Olympic & Paralympics Working Party update

Nancy shared the first draft of online application and Greg acknowledged the work of everyone in producing this draft.

It was also agreed to include Gridiron in the Olympic sports do we offer and that Bryce would share contact details.

Other considerations discussed:

- Inclusion of Olympian alumni in the application. Need list to include.
- Duncan Armstrong has offered to assist with the process.
- Partnerships- consider who to invite to celebrate
- Carina sports consortium discussions- include.

Endorsement to proceed: Motioned: Danthila Seconded: Kim

### 3.4 Enrolments for 2025

Greg outlined that discussion is ongoing with the Dept regarding sign off of enrolment plan.

While the largest cohorts in senior years, the in-catchment numbers have increased in particular from WESS and this increase is projected to continue.

For Y7 entry in 2025 the current aim is to achieve compromise with a slight reduction in selective entry pending more sustainable plan. Any reduction will maintain % ratio across academic/sporting/cultural selective entry.

## 4. Topics for Information

### 4.1 Executive Principal's report

The report was shared and discussed. Overall positive result, however the NAPLAN data was identified as missing Numeracy results and these are shared in Appendix B..

### 4.2 School Council Policy Planning Schedule

Working on this currently- council to provide feedback upfront to Nancy/Greg.

## 5. AOB

As the final meeting for 2024 has been rescheduled to November 19 the Council took the opportunity to acknowledge and thank Danthila for his contribution to the Council and wish him well for the remainder of Year 12 and beyond.



*~Meeting concluded at 8.01pm~*

**Next Meeting**

Tuesday 19 November 2024